DOCUMENT RESUME

ED 032 395 VT 008 303

Americans Volunteer. Manpower/Automation Research Monograph No. 10.
Manpower Administration (DOL), Washington, D.C.
Pub Date Apr 69
Note-45p.
Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 (L1.39/3, $.50)
EDRS Price MF-$0.25 HC Not Available from EDRS.
Descriptors-Employment Statistics, *Employment Trends, *Human Services, Individual Characteristics, *Labor Supply, Manpower Needs, National Surveys, Occupational Information, *Occupational Surveys, Recruitment, Selection, Supervision, Tables (Data), Voluntary Agencies, *Volunteers, Volunteer Training, Working Hours

The first nationwide survey of volunteers was planned and designed by the Bureau of Labor Statistics and conducted and tabulated by the Bureau of the Census. The results report social and economic implications for those who work for organized volunteer services in health, education, recreation, and social welfare. The main body of the report describes (1) Who, what, why, and how much (people) volunteer, (2) Recruiting, selecting, supervising and training volunteers, (3) The purpose of volunteers and meeting future needs. Appendixes contain the survey methods, the questionnaire, and the data in tabular form. Tabular information includes: (1) extent of religious and non-religious volunteer work among persons 14 years and over, (2) hours of volunteer work, by age and sex, (3) marital status, educational attainment, family income, and labor force status of volunteers, (4) kind, frequency, and hours of volunteer work, and (5) reasons for volunteer work. (FP)

Manpower/Automation Research
Monograph No. 10
April 1969

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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AMERICANS VOLUNTEER

U.S. DEPARTMENT OF LABOR
Manpower Administration

For sale by the Superintendent of Documents, U.S. Government Printing Office
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PREFACE

This monograph is one in a series being published by the Manpower Administration of the U.S. Department of Labor. It reports the results of the first nationwide survey of volunteers. The Bureau of Labor Statistics planned the survey and designed the questionnaire in cooperation with Richard Seefer of the Manpower Administration. Carl Rosenfeld, of the BLS, analyzed the results in a research report prepared under a contract with the Manpower Administration, the sponsor of the study. The Bureau of the Census collected the data and tabulated the results.

While more and more research is being done on the nonprofit sector of the economy, the economic and social implications of volunteer manpower are still largely unexplored. This report, which presents estimates of the extent and scope of work that is contributed by the public toward the welfare of American society, focuses on the extension or supplementation of the labor force by volunteer activity. It is confined to organized volunteer services in health, education, recreation, and social welfare, thus excluding the individual giving of labor for friends, relatives, and indeed any individual effort. Its purpose is to assess the economic and social contribution of volunteers. In light of Government's increasing use of volunteers, it is becoming important to look at these activities and what they mean to private voluntary activities and to the rest of the economy.

The Office of Manpower Research, Manpower Administration, is indebted to the chairmen of volunteers of several large public and private organizations who spent considerable time with its staff in analyzing their volunteer activities. The information they furnished helped to supply current perspective to the 1965 data of the BLS survey.

The organizations follow:

Department of Health, Education, and Welfare, Office of Citizen Participation; Selective Service System; Girl Scouts of the United States of America; Big Brothers; District of Columbia schools; Veterans Administration; Young Women's Christian Association of the District of Columbia; American Red Cross; District of Columbia Welfare Department; and Department of Agriculture (4–H Club).

The monograph was written by Phyllis Groom of the Office of Manpower Research under the direction of Mary Bedell.

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INTRODUCTION

A new consciousness of domestic deprivation, the beginnings of racial militancy, and a rising affluence that permits increasing leisure have recently induced considerable growth and change in the traditional picture of the volunteer. Witness the legions of youth and young adults who spend several hours every week in helping youngsters learn to read. One remarkable aspect of the change is that many customary recipients of the volunteers' service are now serving their own and their community's interests: The young, the old, the handicapped, and the poor are serving as volunteers themselves. There are: (1) more volunteers, (2) different kinds of volunteers, (3) different kinds of functions, and (4) different channels for the delivery of their services.

Nonetheless, the contemporary concept of voluntarism still has its roots in the Judeo-Christian tradition that the more fortunate should help their less fortunate brothers. The contribution of time, money, and energy to aid others, to organize and serve in civic and religious causes, to pioneer and to educate for the public good has been an historic factor in the growth of the United States. The volunteer worker is one manifestation of this tradition. The pioneers in social welfare, for example, were volunteers. They established settlement houses, day nurseries, and other agencies of assistance, and to a large degree operated them by contributing their own time and skills.

Even before the recent upswing, volunteer labor had been growing significantly in the United States. Examination of membership rolls and records of hours of work kept by large voluntary agencies has confirmed what growth in population, labor force, services, personal or family income, and decline in the workweek would lead us to expect.[1] It has been estimated that by 1980, volunteer activity will contribute $30 billion annually to the economy if counted as part of the gross national product.[2]

As the concept of social welfare expanded and became more institutionalized in voluntary and public agencies in the early part of the 1900's, the volunteer changed. When professionalization emerged, participation of the volunteer in direct service declined. The volunteer continued to serve on boards and committees, made policy and planning decisions, organized the all-important fundraising campaign, and rang doorbells to collect the funds. But by the late 1950's and early 1960's, the pendulum began to swing back, and more and more service volunteers were being recruited to strengthen programs.

In general, the volunteer of today performs functions that (1) may not otherwise exist in the community, (2) supplement or support existing activities of a charitable, cultural, service, or educational nature, or (3) may be innovative and unfamiliar but eventually become institutionalized. Sometimes volunteers compensate for staff shortages that cannot be met because of inadequate financing or the scarcity of particular skills or meet needs not originally anticipated. It is also argued that today's volunteer helps to extend the

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[1] Harold Wolozin, "Volunteer Manpower in the United States in Federal Programs for the Development of Human Resources," *A Compendium of Papers Submitted to the Subcommittee on Economic Progress of the Joint Economic Committee* (Washington: 90th Cong., 2d sess., 1968), p. 209.

[2] Ibid., p. 208.

base of community support for needed services, on the thesis that understanding of a community need will be clearest among those who serve.

Among the areas in which volunteers carry a significant workload are health and hospital services, welfare, education—at every level from preschool to continuing education programs for adults—art and cultural activities, conservation and beautification, civil rights, recreation, and services for special groups (the young, the old, and the handicapped), hospitality for foreigners, servicemen, and students, and consumer services.

Although voluntarism is not new, there are some new kinds of volunteers and a new recognition of their significance. Partially paid, or minimally supported workers, who are generally considered in the volunteer column, are a growing phenomenon of the 1960's, not only in the social and welfare activities of certain religious denominations as formerly, but also in private and public health and educational operations. Both in domestic and international programs, their temporary full-time participation is counted as significant. The increasing numbers of overseas volunteers who serve as personal exporters of skill and training have been particularly important in the developing areas, where one of the most important skills may be an understanding of ways to stimulate volunteer action within the community itself.

An aspect of voluntarism that has not been widely considered is the firm that contributes the services of its staff. One current example:

> . . . Companies all over the country have been responding magnificently. In only 2 months, we were able to put together a nationwide network of offices manned by borrowed executives who will be working for the Alliance for at least 6 months. More than 500 volunteer executives, whose talents command $15 million or more in annual salaries, are engaged full time in our Washington office, our eight regional offices, and our five metropolitan offices. An additional 7,000 business and professional people have been trained and are soliciting employers for job pledges and contract proposals.[3]

Federal employees are being encouraged to participate as private citizens in volunteer efforts. For example, Project Community Services in Washington, D.C., is designed to make it easy for volunteers from the Department of Health, Education, and Welfare to get in touch with agencies needing volunteers with spare time to give. The project director matches specific skills and interests of volunteers with jobs to be done both in the District of Columbia government and in voluntary social agencies.

Volunteers in the Nation's schools long made up a large part of the total volunteer effort in this country, but most of their work was done in nonacademic fields; after-school youth programs, school lunch programs, fundraising for PTA's, etc. By the 1960's, recognition that education is vital to the war on poverty and continued teacher shortages combined to make academic volunteering a grassroots effort of interested citizens. Study centers and tutoring projects were established to help inner-city school children. School library volunteers not only raised money to buy books, but gave time and, in some cases, expertise to keep school libraries open where no professional librarians were available.

Typical of the kind of citizen participation that has spread throughout the country was the progress made in Chicago, where tutoring projects and after-school study centers proliferated through efforts of housewives, college students, full-time members of the work force, and retired persons. By 1965, after only 3 years, there were more than 150 centers in Chicago with highly diversified programs to help elementary, high school, and adult students.

But today's programs bring new problems. The old conflict between the functions of the paid professional and of the volunteer, for example,[4] loses some of its significance in the light of today's issues—how best to promote voluntarism in a neighborhood or community that has little tradition of cooperative self-help, volunteer versus paid work, and the question of the overlapping or conflicting roles of the volunteer, as discussed in the following pages.

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[3] Henry Ford II, "The National Alliance of Businessmen," *Michigan Business Review* (Ann Arbor, Mich.: The University of Michigan, Graduate School of Business Administration, July 1968), pp. 8–9.

[4] It has been updated to a tripartite (professionals, volunteers, and the poor) situation. See Erich Hardt, "Motivation and Conflict Inherent in Welfare Work," *Training and Development Journal* (New York: American Society of Training Directors, March 1968), pp. 30–35.

VOLUNTEER WORK

About 16 percent of the persons over age 14 in the United States contributed their labor to some health, education, or welfare services for the general good during 1965, according to a pilot survey conducted for the Manpower Administration by the Bureau of Labor Statistics during the week of November 7–13, 1965, and covering the year ending November 1965.[5] Almost 22 million persons engaged in one or more of these activities during the year. But half of these worked fewer than five times during the year. Thus, during the week beginning November 7, 1965, fewer than 7 million persons engaged in a volunteer activity—4 million women and nearly 3 million men. The distribution of the volunteers when classified by such characteristics as age, sex, or marital or labor force status, differed very little between the survey week and the year as a whole.

[5] The survey was undertaken to determine whether information on volunteer work could be obtained from a nationwide sample survey of the population, using a self-enumeration questionnaire. It sought to find out how many persons do unpaid volunteer work, their personal and economic characteristics, their motivations, and the kinds of volunteer work and types of activities in which they engage in order to study how and to what extent their activities supplement paid employment. Of the 9,800 persons surveyed, 96 percent returned the questionnaire to the Bureau of the Census, which collected the data.

The focus of the survey was on unpaid volunteer work under the auspices of an organization providing health, education, or social welfare services. Work performed for a political organization or work done as part of schooling or to further a hobby was excluded. Unpaid work done exclusively in connection with church ritual or to further the precepts of a church, e.g., ushering, choir singing, teaching Sunday school, and altar society work, was also excluded from the figures for the week ending November 13, 1965. Since a large number of persons did report church work of this kind, it was decided to present the information and identify it as "religious" volunteer work, even though it may have been underreported, because the study did not focus on such work. The BLS survey did not include Peace Corpsmen since it surveyed only households in this country, and legislation authorizing VISTA was enacted only in 1961.

If there was a typical volunteer, she was a white married woman high school graduate between the ages of 25 and 44, who worked either with the Girl Scouts or as a teacher aide or both. She was not employed; her husband was a white-collar worker, and their annual income was between $5,000 and $7,500. The highlights of what volunteers are like, and what, why, and how much they do are briefly described next. The details will be found in the appendix tables.

Who Volunteers

In 1965, nearly half the volunteer workers were between 25 and 44 years of age—the period of life when the most demands compete for their time. (See table 1.) This age group constitutes the largest group of volunteers, not only because its volunteer rate[6] is far higher than that for any other age group, but also because it contains a larger proportion of the total population over the age of 14. As those born just after World War II reach 25 in the next few years, this age group will burgeon.

Most of the group of volunteers aged 25 to 44 were women. Almost two-thirds of the total women volunteers were not in the labor force at the time of the survey. About 85 percent of the men volunteers were employed.

The bulk of volunteers were married. This is partly a reflection of the age distribution of the volunteers and partly a reflection of the higher rate of participation by married persons.

[6] Volunteer workers as a percent of the civilian noninstitutional population.

TABLE 1. EXTENT OF VOLUNTEER WORK BY AGE, MARITAL STATUS, COLOR, AND SEX, YEAR ENDING NOVEMBER 1965

Age, marital status, and color	Women			Men			Both sexes		
	Number	Percent	Rate [1]	Number	Percent	Rate [1]	Number	Percent	Rate [1]
Total	13,047	100.0	18.5	8,609	100.0	13.5	21,656	100.0	16.1
14 to 24 years	2,466	18.9	14.4	1,719	20.0	11.0	4,185	19.3	12.7
14 to 17 years	1,317	10.1	18.8	830	9.6	11.7	2,147	9.9	15.3
18 to 24 years	1,149	8.8	11.3	889	10.3	10.4	2,038	9.4	10.8
25 to 44 years	5,979	45.8	25.4	3,834	44.5	17.6	9,813	45.3	21.7
25 to 34 years	2,642	20.3	23.3	1,432	16.6	13.8	4,074	18.8	19.0
35 to 44 years	3,337	25.6	27.4	2,402	27.9	21.2	5,739	26.5	24.2
45 years and over	4,602	35.3	15.4	3,056	35.5	11.6	7,658	35.4	13.6
45 to 54 years	2,288	17.5	20.4	1,663	19.3	16.0	3,951	18.2	18.1
55 to 64 years	1,362	10.4	15.3	812	9.4	10.0	2,174	10.0	12.8
65 years and over	952	7.3	9.6	581	6.7	7.6	1,533	7.1	8.7
Single	2,015	15.4	14.2	1,644	19.1	10.3	3,659	16.9	12.1
Married, spouse present	9,693	74.3	22.3	6,766	78.6	15.6	16,459	76.0	19.0
Under 25 years	671	5.1	12.6	261	3.0	8.6	932	4.3	11.2
25 to 44 years	5,572	42.7	28.1	3,670	42.6	19.2	9,242	42.7	23.7
45 years and over	3,450	26.4	18.8	2,835	32.9	13.4	6,285	29.0	15.9
Other marital status	1,339	10.3	10.4	199	2.3	4.6	1,538	7.1	9.0
White	12,153	93.1	19.3	8,153	94.7	14.3	20,306	93.8	16.9
Nonwhite	894	6.9	11.7	456	5.3	6.9	1,350	6.2	9.4

[1] Volunteer workers as percent of civilian noninstitutional population.

Wives had significantly higher rates of volunteering than husbands, reflecting both their lower participation in the work force and probably a need to work in activities important to their children's growth, a duty that the family may relegate largely to the mother.

The rate of volunteer activity was nearly twice as high among white-collar workers as it was among the rest of the labor force in November 1965. (See table 2.) Of labor force members who were volunteer workers, 56 percent of the men and 67 percent of the women had white-collar jobs.

The volunteer rate was highest among men medical and health workers (41 percent), followed by men teachers other than college (39 percent), and women teachers other than college (32 percent). It was lowest for both men and women among blue-collar workers.

The more schooling a person had and, since income and occupation are highly correlated with education, the higher the income and the better the job (in terms of white-collar versus blue-collar services, or farmwork) the more likely a person was to engage in some volunteer service. (Chart 1 documents this for the week ending November 13, 1965, although the rates in this chart and in Chart 2 are lower than they would be if the annual rates were used.) In addition, it is obvious that the higher the income the more leisure a family can buy (in the form of household help and labor-saving devices) to spend on other activities, including volunteer work.[7] (Median annual family income when the head of the family is age 35 to 44 was $7,867 in 1965.) Nevertheless, about 43 percent of the volunteers 18 years of age and over were high school graduates who had not attended college, and a fourth of the volunteers lived in families with annual incomes of less than $5,000.

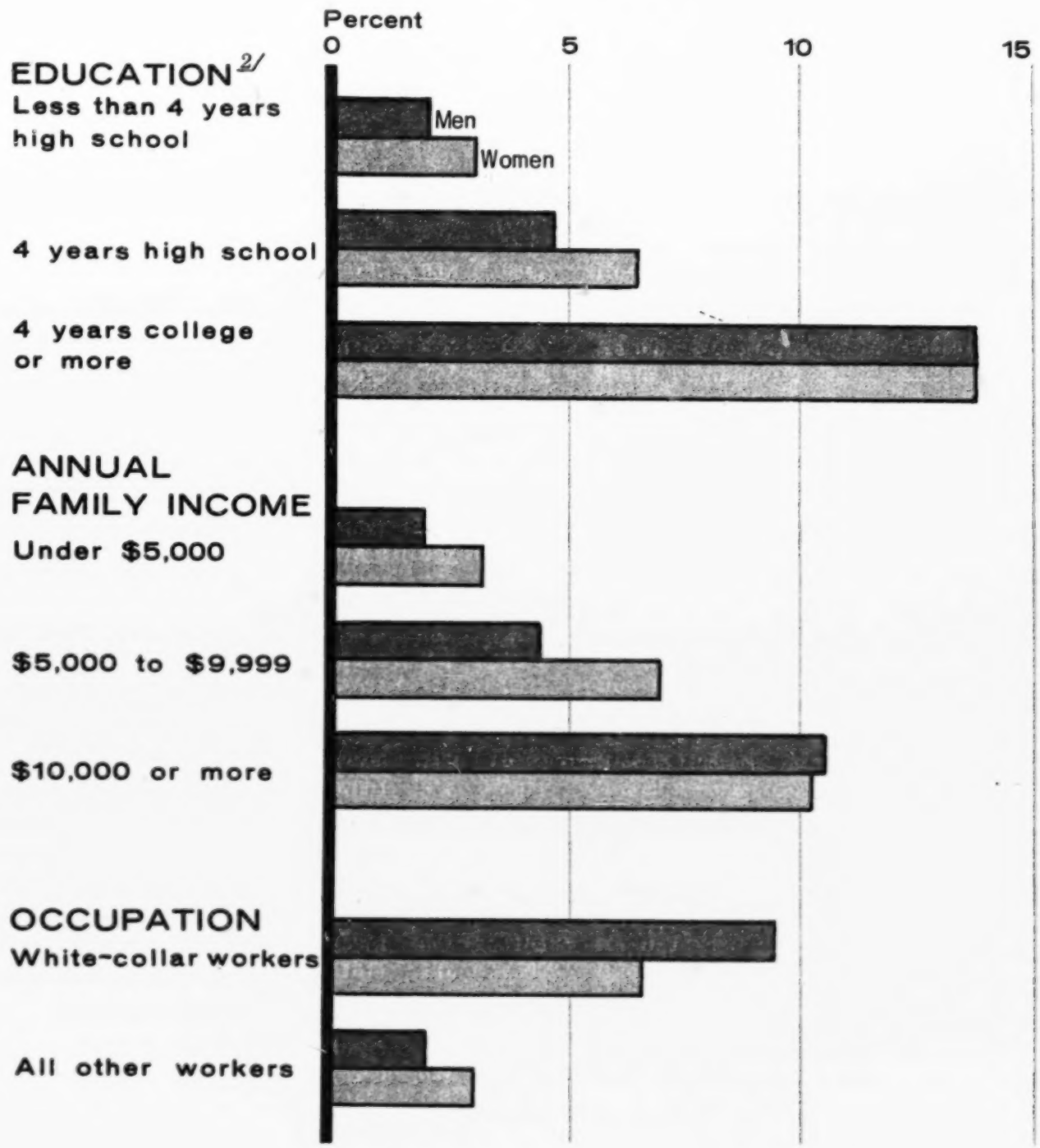
The BLS survey showed a volunteer participation rate of 9 percent for Negroes.[8] This low rate

[7] James N. Morgan, Ismail Sungeldin, and Nancy Baerwaldt, *Productive Americans* (Ann Arbor, Mich.: the University of Michigan, Institute for Social Research, 1966), Survey Research Center Monograph No. 43, pp. 139–153.

[8] A 1967 study of volunteer workers in poverty progams in three Ohio cities showed that 27 percent were Negro. While these figures are not comparable, they suggest that with the rise in poverty programs and with the emphasis on volunteers and citizen participation there has been a spurt in Negro volunteering in 2 years. Almost a third of the volunteers in this survey were under 21 and a quarter were over 44 years of age. *A Study of Poverty Program Volunteers* (Philadelphia: National Analysts, Inc., November 1967), p. 33.

Chart 1.

Rate of Participation[1] in Nonreligious Volunteer Work by Education, Family Income, and Occupation, November 7 to 13, 1965



1/ Volunteers as a percent of all persons in category.
2/ Persons 18 years and over.

TABLE 2. LABOR FORCE STATUS AND OCCUPATIONS OF VOLUNTEERS BY SEX, YEAR ENDING NOVEMBER 1965

[Persons 14 years of age and over]

Labor force status and occupation	Women			Men		
	Number [1] (thousands)	Percent	Rate [2]	Number [1] (thousands)	Percent	Rate [2]
Total	13,047	100.0	18.5	8,609	100.0	13.5
In labor force	4,749	36.4	17.3	7,333	85.2	15.0
Employed	4,563	35.0	17.5	7,226	83.9	15.3
Unemployed	186	1.4	13.8	107	1.2	7.0
Not in labor force	8,298	63.6	19.2	1,276	14.8	8.6
White-collar workers	3,149	67.0	21.0	4,072	55.6	22.7
Professional, technical workers	998	21.2	26.8	1,617	22.1	28.5
Medical, health workers	159	3.4	18.6	207	2.8	40.7
Teachers, except college	515	11.0	31.5	288	3.9	38.6
Other professional, technical workers	324	6.9	26.2	1,122	15.3	25.4
Managers, officials, proprietors	241	5.1	20.9	1,400	19.1	23.2
Clerical workers	1,459	31.0	18.6	452	6.2	13.6
Sales workers	451	9.6	20.1	603	8.2	20.9
Other workers	1,553	33.0	12.9	3,246	44.4	11.5
Blue-collar workers	495	10.5	10.3	2,125	29.0	8.9
Service workers	911	19.4	13.6	594	8.1	18.5
Farmworkers	147	3.1	17.7	527	7.2	14.2

[1] Occupational distribution excludes unemployed persons who never worked.

[2] Volunteer workers as percent of the total in the group.

is a reflection of the relatively small proportion of Negroes in the income and education groups with the highest volunteer rate. The volunteer rate for Negro women who were heads of households was less than half that of women who were wives of heads of families—12.7 compared with 22.5—and we know from other data that Negro women are more than twice as likely to be heads of families as white women.

What They Do

Since the lives of persons from 25 to 44 are already crowded with family and job responsibilities, the motivation to take on volunteer duties must be particularly strong during that time. It seems likely that young children, whose care takes up much of the time of this age group, are also responsible for most of the volunteer work of their parents. Most volunteers of this age group worked in education and other youth activities. (In this age group 46 percent of the women worked in education, compared with 16 percent of the women volunteers over 44.)

The most popular forms of volunteer activity for the group as a whole were in education, social or welfare service, or services to youth.[9] Women were more likely to have engaged in volunteer activities in hospitals or other health or medical services, in educational services, and in social or welfare services. Men were more likely to have contributed their time to civic or community activities and to youth activities. Women are much more more likely than men to change the kind of volunteering they do according to the stage of life cycle they are in; much seems to depend on number of children and their ages.

In addition to the nearly 7 million who did general volunteer work during the week of November 13, 2.7 million did religious volunteer work [10] (1

[9] Information on the fields in which volunteer work is performed is available only for the survey week but it is probably illustrative of the type of activity carried on during the year, except during the summer.

[10] Defined in the BLS survey as work directly related to the church ritual, or precepts, or to the religious function of the church. Religious volunteer work included not only teaching Sunday school, singing in the church choir, and doing missionary work, but also doing such work as raising funds for the church, serving food or doing related work at church bazaars and social functions, acting as an officer of a church group doing clerical work, and acting as an usher or hostess.

million did both religious and general volunteer work). About twice as many women as men did religious volunteer work. As among persons who did general volunteer work, religious work was done by a greater proportion of white (2.9 percent) than nonwhite persons (1.3 percent) and by relatively more women than men (3.5 percent and 2.0 percent, respectively).

Teaching was by far the most frequent kind of volunteer work done for church organizations; about a third of the volunteers taught Sunday school or other church classes. Fundraising, planning or organizing, and choir singing were each reported by about 10 percent of the unpaid workers. Some 16 percent of the volunteers said they worked in the kitchen or served food at functions, were ushers or hostesses, or did similar work, and the same proportion reported they were salesworkers at bazaars or in gift shops or did clerical or other kinds of white-collar work for churches.

As the following tabulation shows, persons who did only religious volunteer work during the survey week engaged in volunteer work much more frequently during the year ending in November 1965 than did all other volunteer workers:

Frequency of volunteer work, during year ending November 1965

[Percent distribution]

	Persons who did only religious work during survey week	All other volunteers
Total	100. 0	100. 0
Every week	59. 4	24. 4
Every 2 weeks	5. 2	8. 6
Once a month	9. 4	4. 8
Several times	20. 8	38. 5
Once only	------	8. 8
Other	5. 2	15. 0

Whether associated with a religious or a nonreligious activity, volunteer work, in general, can be divided into three types: executive and policymaking, administrative, and direct service. The job of the board volunteer is essentially advisory or policymaking, as it has been traditionally. Such volunteers are found not only on the boards of voluntary and nonprofit agencies but also participating in such community services as school boards, planning, and other local government operations. Administrative volunteers may be engaged primarily in fundraising, but their functions may also include assisting in management or in supervising other volunteers. In some private agencies, volunteer members control personnel policy, set salary standards, and negotiate union contracts. Service volunteers give direct assistance to the agency client.

Employed persons who did volunteer work were most likely to do white-collar work in their paid employment as well as in their volunteer hours. They worked as fundraisers, organizers or planners, youth group leaders, teachers or teacher aides, clerks, salesworkers, etc. Relatively few worked in service or blue-collar occupations.

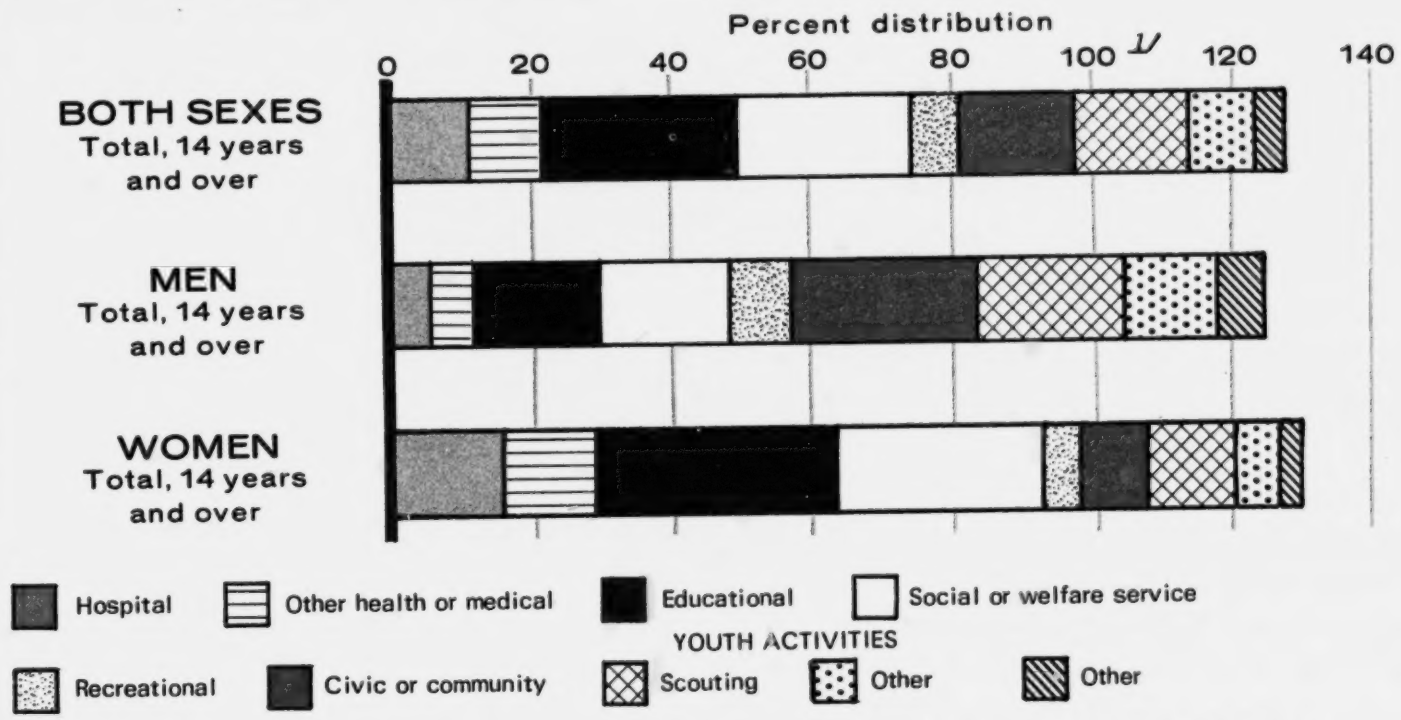
The kind of work done by volunteers varied according to sex. (See chart 2.) Of women who reported specific volunteer jobs during the survey week, the highest proportion worked as fundraisers, followed by those who were organizers or planners, youth group leaders, and teachers or teacher aides. The highest proportion of men volunteers, on the other hand, worked as organizers or planners, followed by fundraisers and youth group leaders. In service work, women usually served as hospital aides or social or welfare aides; men usually provided protective service.

Illustrative of efforts to reach the unaffiliated is SERVE's (Serve and Enrich by Volunteer Experience) approach to older tenants of a low-income housing project in an inaccessible area of Staten Island. They were invited to a social get-together to discuss their possible interest in community volunteer service. At this initial party, which was sponsored in cooperation with the housing project manager, an invitation was extended to take a tour of Willowbrook State School and see the opportunities available for service there. Later, individual recruits from a local church, the Catholic Senior Guild, and from the neighborhood were added to this original group from Mariners Harbor Houses. They are now a well-knit group with a high *esprit de corps*, proud of their accomplishments and service, and an integral part of the SERVE project. A number of them have signed up for a second day of service at Willowbrook.

From First Progress Report, as of Sept. 30, 1967, by the Community Service Society Volunteer Project on Staten Island.

Chart 2.

Type of Volunteer Activity Done During Week of November 7 to 13, 1965, by Age and Sex



1/ Distribution based on number of persons who did volunteer work; sum of the items will exceed 100 percent because some persons worked in more than one type of volunteer activity.

How Much They Do

A very rough estimate indicates that volunteers, as defined by the BLS survey, constituted the equivalent of a full-time regular work force of over 900,000 persons during the week of November 7–13, 1965.[11] Nevertheless, most persons spent a relatively small amount of time on their volunteer activities during the year. In the week of November 7–13, 1965, volunteers averaged 5.6 hours in one or more activities according to the BLS survey.[12] A third of all volunteers worked nearly every week or every 2 weeks. As might be expected, the more frequently a volunteer worked, the more hours he was likely to work during the year; consequently, this group comprised over 80 percent of the 4.4 million volunteers who put in 100 or more hours during the year. Forty percent of the volunteers worked several times during the year (2 to 5 times). Of this group, about 40 percent worked 25 hours or more.

Nearly half the volunteers reported that they spent less than 25 hours a year in volunteer work. A third of the volunteers worked 25 to 99 hours, or the equivalent of an hour every 2 weeks to 2 hours a week.

While a majority (53 percent) of the regular and frequent volunteer workers put in 100 hours or more during the year, some apparently worked on an average of less than 1 hour each time.

Nearly 2 million persons reported that they had done volunteer work only "once" during the year. Doing volunteer work once does not necessarily mean that it was done on only 1 day; for example, many volunteers worked on one project, such as

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[11] Wolozin, op. cit. (p. 207) estimates 239 hours per individual per organization a year. The University of Michigan study (p. 140) estimates 150 hours per contributing household a year. According to the Michigan survey, the overall average time spent in 1964 doing volunteer work was 87 hours per household. With 43 percent of the families reporting that they had done no volunteer work, it would appear that those households that did volunteer contributed about 150 hours a year. This study counted only heads of households and wives.

[12] The 6.7 million volunteers working 5.6 hours a week would be equivalent to 940,000 volunteers working 40 hours a week.

fundraising, whether it took 1 day or many days to complete. About two-thirds of the men and nearly half of the women who did volunteer work only once contributed their services for 25 hours or more.

Why They Volunteer

A majority of the volunteer workers surveyed by the BLS reported that they gave their time and skills for humanitarian reasons. The largest proportion (38 percent) said that they did unpaid work because they wanted to help people, an organization, or the community. Nearly 29 percent listed a sense of duty and 36 percent said they enjoyed doing volunteer work. One out of eight volunteers gave more than one reason. The 200 reasons that volunteers listed were grouped as follows:

1. Sense of duty—saw that the work had to be done, felt an obligation or duty to do it; believed in the work of the organization for which they are doing the work; and did the work because of membership in a particular organization.

2. Help people—wanted to help people, an organization, or the community.

3. Enjoy doing volunteer work—enjoy helping people, like or have interest in the organization, gain self-satisfaction, love to be of service to people or an organization.

4. Asked to do volunteer work—by a friend, relative, or other person.

5. All other—including reasons such as desire to gain experience, help friends and relatives doing volunteer work, and help alleviate effects of tornado, flood, or other natural disaster.

The BLS report commented as follows about the difficulty of analyzing the reasons for volunteering: ". . . More detailed questions or an interview in depth might have elicited a different distribution of reasons. Some persons may have given an expected or acceptable reason instead of an objective one, or rationalized, or even failed to indicate a reason that could be interpreted as selfish or self-seeking. Some business or professional men and women may be active in local fraternal or civil organizations because of potentialities for financial improvement through personal relationships; others may perform volunteer work to achieve prestige or to improve their status in the community."

The University of Michigan survey of the economically productive work of families finds that the number of household appliances owned is the best predictive factor for rate of volunteering. The owning of appliances seems to be a proxy variable for many factors such as income, education, and receptivity to change, the last also being very closely related to the education of the head of the family.[13]

While the previous sections of this report, which list the characteristics of volunteers and their activities, may reveal more about their motives than the reasons that the BLS survey participants listed, the survey results reinforce the usual assumptions about motivation for volunteer work, which Melvin Glasser capsulized as the most common reasons for volunteering:[14]

1. A tradition of mutual helpfulness springing from the day of the frontier and finding its present-day expression in volunteer services.

2. Increased leisure.

3. The changed position of women, with the assumption that increased leisure and better education will combine to benefit various aspects of community services.

4. The disappearance of the self-sufficient family with less social and recreational satisfaction within the inner circle, thus propelling individual family members to seek satisfaction in volunteer work.

5. The need to serve fostered by many major religions, no longer gratified by sporadic, direct acts of charity in a complex society, being fulfilled in a once-removed way of practicing the Golden Rule.

6. The need to belong, to become associated with others in working for some tangible goal, a need that Mr. Glasser calls especially acute in an age of specialization, where in many jobs a person works on part of something or is a specialist in

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[13] Morgan, Suageldin, and Baer Waldt, op. cit., pp. 141 and 162.

[14] Melvin Glasser, "What Makes a Volunteer," *Public Affairs Pamphlet* (Washington: Public Affairs Press, 1955), No. 224.

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something else, seldom seeing a job whole or completed.

7. A desire to gain special knowledge and new competencies as a means towards a sense of achievement and confidence.

8. Opportunity to put dormant talents to work.

9. Desire to meet expectations of others—to say yes rather than no.

10. Desire for status and community recognition, using volunteer service to open avenues to broader social success, professional advancement, business contracts, or political office.

CONTEMPORARY TRENDS

The volunteers of the 1960's have brought a new wave of enthusiasm to public and voluntary agencies in housing and urban renewal, community planning, the courts, family and child welfare, health and hospitals, and education and recreation. Man's conscience, always the greatest ally of volunteering, is aroused by social ferment and contention. Some of the stepped-up activity is illustrated in the vignettes interspersed throughout the text.

The New Volunteer

Within the agencies that use volunteers, the role of the volunteer is under study and could benefit from even more research. It is clear that volunteering is a much more broadly based activity than it used to be. The National Red Cross, D.C. Welfare Department, Veterans Administration, and the YWCA, to name a few agencies whose directors of volunteers were interviewed for this report, all say that more men, more young adults, and more teenagers are volunteering. This development helps to make up for the unavailability of the mature women who are returning to the labor force in droves. There are more retired, more employed, more blue-collar, and even more middle-class white volunteers, according to the agencies. One agency executive speculates that this stems in part from the agencies' broader perception of the communities' needs, which has been followed by going out and getting the volunteers.

Bringing recipients of welfare and the poor themselves into the early planning stages to work on problems in their own communities was given impetus in the early 1960's by several Ford Foundation financed projects. Need for this approach was pointed up by the President's Committee on Juvenile Delinquency and Youth Crime, and in 1964, the Congress included in the Economic Opportunity Act a Community Action Program, which emphasized leadership and participation by the deprived person in his own neighborhood.

In the Girl Scouts, special attention is being paid to recruiting neighborhood people for the new Special Area Services Program. Scouting volunteers have generally been recruited from among the groups served. As Scouts and other

In a project run by the Totem Council (Seattle), a VISTA worker (and former Girl Scout) on the Mackleshoot Indian Reservation worked with a voluntary district adviser for the council in making arrangements for eight young Indian girls to attend a day camp sponsored by the council. The first day, none of the girls was ready when the VISTA worker and the adviser went to the reservation to pick them up: one was still asleep, another's lunch was not ready, a third was inappropriately dressed, and two who had planned to go were alone with several younger children. The VISTA worker stayed and babysat so they could go. She later reported that the girls had not really believed anyone would pick them up . . . "or that day camp would really happen." The eight girls who went to day camp were the nucleus of a Brownie troop established last fall on the Indian reservation.

Interview with Florence Otto, Acting Personnel Director, Girl Scouts of the U.S.A., June 12, 1968.

organizations expand their services to other community groups, they are trying to follow this same principle—recognizing that new techniques of recruiting, training, and program are required.

The National Red Cross formalized its position on broadening the basis of voluntarism at its 1968 convention, which passed a resolution that:

> Red Cross chapters adopt extended, improved, and updated program services for those most in need on an equitable and uniform basis.
>
> Such chapter programs provide a broader base of meaningful participation in all program services and administrative activities by volunteers of all ages and of varied economic, ethnic, cultural, and social status.
>
> The Red Cross programs be conducted in the particular neighborhood and by Red Cross trained neighborhood volunteers where practicable, and that neighborhood volunteers participate in the planning of such programs.

New sources of volunteers have presented the question of reimbursing the young person, the retired worker, or others with low incomes for costs of transportation, meals, or babysitters. It has also meant adjusting agency schedules to accommodate the employed volunteer and the commuter. Agencies serving the center city are losing board members and service volunteers to the suburbs. Replacements from lower economic groups require realinement of training and assignments.

Ways of structuring and programing an agency for volunteer work have begun to receive greater attention. In the past, social welfare agency volunteer departments were sometimes organized with little relationship to the professional staff structure. Planned interaction between volunteer and professional staff is being advocated, with job descriptions, training, and evaluation to make specific the reciprocal roles. Agencies are now urged to undertake "volunteer career planning" within and across agency lines. This formulation tends to stretch the concept of the professional role as well as that of the volunteer beyond client work to activities in the community undertaken on behalf of an agency or its clients, and often under other than agency auspices.

Do volunteers receive adequate training, continuing supervision, evaluation, and personal gratification? Does the volunteer program promote upward mobility and opportunities for advancement to more challenging jobs through experience and training? While this report was not designed to supply the answers, some of the interviews with organizations that use volunteers yield some tentative findings.

The arts of organization and management are not too dissimilar for employees and for volunteers. Many effective selection, training, and supervising techniques apply to both kinds of workers, and more borrowing could be profitable. Examination of the scheduling of part-time and seasonal volunteers could be instructive to employers who are familiar only with full-time employees.

Recruiting and Selection

With the growth in numbers and uses of volunteers during the 1960's and with the desire to serve more widely, the agencies interviewed have tried to make the jobs fit the time and talent people have to give. In general, agencies seek people who have "an attitude rather than a skill," who "are in tune with the purpose" of the agency.

Not only do they claim they have no eligibility barriers,[15] but they assert that they are aggressively seeking to include a broader spectrum of society in their volunteer programs. The diligent director of volunteers will search a long time for the round hole for the round volunteer.

Volunteers are recruited, like employees, by word of mouth, through friends and relatives, and through newspaper and other media appeals at time of particular need. Most agencies say they are able to recruit all the volunteers they can use, given the amount of other resources they have.

The recruitment of people in low-income neighborhoods must be based on a person-to-person relationship—"hand-to-hand combat," as one staff person calls it. The recruiter must go where they are and have the recruiting meetings where they live. The agencies are learning that it takes longer to recruit volunteers from the disadvantaged areas.

There are two major turnover problems:

1. Too little—Many volunteers do not change roles within the system but stay beyond the time when they can work well with young people. Other devoted volunteers are not able to realize that they can no longer handle the same physical or mental responsibilities.

[15] They claim they have no eligibility barriers except where the nature of the service requires it; for example, Big Brothers must be male and at least 21 years of age.

2. Too much—Volunteers who do not get enough help, satisfaction, and immediate success tend to quit in a short time. Groups that work with children, which draw their volunteers primarily from parents, tend to lose the volunteer when his child grows out of the program.

Most agencies accept high turnover as one of the "costs of doing business" and rely on training to keep an effective program going.

Supervision and Training

In some agencies training is very informal. Volunteers are screened through an interview with a professional staff member. Training consists primarily of consultation with an experienced volunteer on the job. In other agencies, there is orientation and then specific training for specific jobs. Some organizations continue training in new methods, new techniques, and for leadership or progressively more complex duties.

The ratio of staff to volunteers seems to run about 1 to 175–200 in the agencies interviewed. Some organizations have no specific supervisory methods for dealing with volunteers. One chairman of volunteers felt very strongly that volunteers want to be free, that this is part of the satisfaction of volunteer work, and that they are entitled to it. "The more experienced are available to lead the newer volunteers and the paid staff provides support and resources."

Another agency reports that volunteers are not so much supervised, as assisted, "which fosters a cooperative and collaborative effort and relationship between staff and leaders." Other organizations are highly structured, with organization manuals, staffing patterns, and evaluation systems.

Volunteer Work in Government Programs

There is growing recognition of the worth of volunteers within the Federal Government, although their use is limited by the legal proscription against the acceptance of volunteer service by any officer or employee of the United States, except under specific statutory permission.[16] The Veterans Administration Voluntary Service, which has been enlisting volunteers in hospitals for over 20 years and is now handling a new dimension in its voluntary support for the patient returning to the community, and the Department of Agriculture, which boasts more than 50 years of work with volunteers, have specific statutory permission to accept volunteer service, and such permission has been authorized in certain instances in the anti-poverty legislation.

The 1967 amendments to the Social Security Act directed that State plans for public assistance and child health programs must provide, by July 1, 1969, for the use of nonpaid or partially paid volunteers.[17]

Earlier, the Federal Government had evidenced its concern with volunteer services as an integral part of national policy in the 1962 amendments to the Social Security Act. These had provided for 75 percent matching Federal grants-in-aid to States for support of a statewide plan of volunteer services as complementary to expanded social programs and for making the volunteer part of the staff through recruitment, training, supervision, and evaluation programs.

The National Study Services reported in 1963 on the use of volunteers in public agencies as follows:

> When one considers the thousands and thousands of recipients of welfare services in the counties where these welfare departments are located, the potentialities for . . . volunteer services are seen to be obviously huge. In reality, however, the number of volunteers engaged in most programs is comparatively small. The two principal exceptions to this are to be found in Washington, D.C., and in Westchester County, N.Y. Each of these welfare departments is likely to have over a thousand volunteers functioning in various capacities at a given time. It should be noted, however, that both operate institutions. Although each of them use a substantial number of volunteers in connection with casework services, by far the largest portion of volunteer time is used on behalf of people in these institutions.

There is no standard way of keeping statistics concerning volunteers. The records of some agencies are not very specific, and it is difficult to make comparisons. With the exception of three county agencies, one showing 250, one 125, and one over 100 volunteers, all other places included in the inquiry indicated that none has more than 100 vol-

[16] Under Title 31, U.S. Code, Section 655(b).

[17] State plans must provide by July 1, 1969, "for the training and effective use of paid subprofessional staff, with particular emphasis on the full-time or part-time employment of recipients and other persons of low income, as community service aides, in the administration of the plan and for the use of nonpaid or partially paid volunteers in a social service volunteer program in providing services to applicants and recipients and in assisting any advisory committees established by the State agency." Public Law 90–248, sec. 210, 90th Cong., 2d sess.

unteers at any one time and at least seven of the departments have less than 25. Some of these smaller programs are new, but others are in large cities and have been in existence for some time.[18]

There are no available data that show that this situation has changed very much in the intervening 6 years. The District of Columbia program now has nearly 4,000 volunteers. This program and the one in Westchester County will undoubtedly be looked to by other local agencies as they begin to implement the 1967 legislation requiring the use of volunteers.

Probably the most dramatic approach for volunteers came with the establishment of the Peace Corps in 1961 and of the Volunteers in Service to America (VISTA) in 1964, which currently has more applicants than it can absorb. (These programs were exempted by their initial legislation from the proscription against volunteers.) Both programs incorporated a new concept—that of the "paid volunteer"—in the traditional pattern of volunteering. The concept behind this apparent contradiction in terms has been expanded in other Federal and voluntary agencies to make it possible for persons with low incomes to do work they could not otherwise afford to do and for the agencies to serve more clients at smaller cost.

Some Federal programs, such as housing, urban renewal, and juvenile delinquency, encourage citizen participation, and the Model Cities program makes it a condition of grants to local communities.

Although the Department of Labor is under the general proscription against use of volunteer manpower, the related State and local programs of the U.S. Employment Service, the Manpower Administration's experimental and demonstration grant programs, and the Bureau of Apprenticeship and Training have drawn upon volunteers, particularly in outreach and community support. Further, the Secretary of Labor has authority delegated to him by the Director of the Office of

[18] *The Use of Volunteers in the New York City Department of Welfare* (New York: The National Study Service, 1963), p. 91.

On Indian reservations and in the hollows of Appalachia, VISTA volunteers have launched literacy programs, started libraries and recreational programs for youth, begun preschools and organized self-help housing projects. In Eskimo villages, reached only by bush plane, volunteers have brought the only technical skills or contact with the outside world many of these Americans have ever known. Volunteers have even brought refrigeration to Eskimo fishermen, helping them keep their catch fresh until it could be flown to market. In the cities they have developed youth outreach and recreation programs, narcotics addiction control programs, educational programs, and bail-bond projects.

Volunteers are also engaged in somewhat more controversial activities such as the formation of tenant unions, cooperative buying programs, and welfare rights committees. In the Kentucky mountains, they are credited—or blamed—for encouraging local support for campaigns to stop strip mining and to place privately owned coal reserves under local public ownership. Several volunteers in Newark, N.J., assigned by their sponsor, the Mayor's Office, to routine jobs as aides and general helpers in county hosiptals, released a report on poor treatment and other conditions encountered by charity patients.

SOURCE: Sar A. Levitan, "VISTA—The Great Society's Domestic Volunteers," *Poverty and Human Resources Abstracts* (Washington: The George Washington University, September–October 1968), Vol. III, No. 5.

The Committee on Mexican American Affairs, funded by the Coalition for Youth Action, has been operating the Information Center on the east side of San Jose for approximately 6 months. The three full-time, seven part-time center staff and its 150 student and community volunteers have made a significant impact on the Mexican American community. Through its broad information dissemination activities and because it is completely administered by community youth, the center has become the locus for community awareness and self-improvement. Below is a sample of some of these activities:

Through the efforts of the staff, at least 150 Mexican American high school seniors, most of whom would have been denied a college education because of financial or scholastic reasons, will enroll at San Jose State under this program. In all, more than 400 high school students received counseling on the educational opportunities beyond high school.

With the cooperation of many young Mexican Americans, the center staff spearheaded the establishment of the first Institute on Mexican American Affairs in the country. The institute will open this fall at San Jose State and will be headed by Dr. Manuel Guerra of the University of Southern California.

Report of the Coalition for Youth Action to the Secretary of Labor.

Economic Opportunity [19] to use volunteers in the Neighborhood Youth Corps. The Labor Department's interns stimulate college students and other young adults to work on some of our urgent manpower problems. This program is financed by a grant from experimental and demonstration grant funds.

[19] Under Title 42, U.S. Code, Section 2942(d).

WHAT NEXT?

It looks as though in the coming years a more affluent and better educated society is going to be disposed toward volunteer work even more than today's citizenry, but there are some negative or contradictory signs revealed by the Bureau of Labor Statistics survey.

While on the one hand, increased leisure makes possible volunteer work, we find on the other, that those who have fewer responsibilities (the older and the younger) are less likely to volunteer. Those in the middle age groups seem to have the strongest motivation. Professional workers and managers work longer hours than clerical or blue-collar workers; yet they also volunteer more. The BLS survey showed that volunteer rates for persons employed during the survey week were not necessarily dictated by the number of hours worked on their regular jobs. Men who worked 40 hours or more had a volunteer rate of 6.5 percent, nearly twice that for men who worked fewer hours. Among women, however, a greater proportion of those who usually worked part time than of those who worked 40 hours or more were volunteer workers.

So far we do not know much about why people choose volunteer work over other ways to fill time, either compensated or uncompensated. It is a question we should get serious about if we want to encourage voluntarism. Where individuals recognize a new or unmet need and organize themselves to do something about it, the motivation seems clear. But what causes some people to work for nothing when there is employment available in the kind of occupation and organization in which they volunteer? (Teacher aides, receptionists, and hospital aides could be paid and frequently are.) The same job may be done by both paid and unpaid workers—service at an information desk is one example.

Reasons that come quickly to mind are that the volunteer frequently can work short hours, at odd times, at home, and does not necessarily need full certification if working in a professional field. A middle income matron may wish to stuff envelopes for nothing, losing no prestige, perhaps gaining some, if the cause has value in the eyes of the community. Following another vein, the volunteer may feel more free if he is not being paid. From the standpoint of the organization, volunteer work, as pointed out before, obviously permits extension of services.

By definition, volunteers—from board members of the National Red Cross to mothers stuffing envelopes for the PTA—have been unpaid. The encouraging of volunteer activities on the part of low-income persons has sharpened our perception of the pay question. A poor, uneducated slum-dweller needs the money. Society, as well as the individual, has a stake here. Some paid jobs have no takers because of low wages. Should the volunteer subsidize the cost of these vital activities? Are the wage rates of already low-paid jobs depressed further by competition from unpaid help?

As the workers' representative, the U.S. Department of Labor has the responsibility for fair labor standards. With volunteer work becoming more and more a part of the operation of Government agencies, these organizations also recognize that the effort to encourage the most meaningful participation of all citizens must damage neither volunteer nor employee.

The need for reimbursing volunteers in lower income brackets for expenses incurred for transportation, meals, or babysitters seems obvious. But when more than expenses yet less than the prevailing wage is paid, volunteers are in reality underpaid employed workers.

While consideration of pay might seem to turn on the adequacy of the wage, perhaps some illustrations of different kinds of activity may also be useful for considering the volunteer-employment issue.

Should the following be paid:

1. A committee of parents advising a teenage service club?

2. Case aide work that will qualify a person to hold a job, either by experience or training?

3. Reading to an elderly person in an institution, or any other work whose value is enhanced because it is contributed?

Reasons elicited by a discussion of such examples may bring forth some principles that will help to rationalize the pay issue and to clarify the purpose of the volunteer today, which in turn should make it somewhat easier to foresee the scope and extent of volunteering in the future.

The Washington, D.C., Schools' Traveling Fablers, developed by the Urban Service Corps, are young people, both high school and junior high school students from inner-city, predominantly Negro schools. They met once a week with the District of Columbia Public Library's Chief of the Central Children's Room and Conductor of In-Service Training in Storytelling to learn how to tell stories to younger children. After adequate training and practice, the Fablers went once a month to the Logan After-School Community Program and told stories to as many as 9 to 25 children in the 5- to 10-year-old group. They told stories three times at the Fides Settlement House for the same age range and about the same attendance.

District of Columbia Public Schools—Interview with Benjamin J. Henley, Deputy Superintendent; Marguerite Selden, Assistant Superintendent, Department of Summer School Continuing Education and Urban Service Corps.

The Purpose of the Volunteer

Has the recent emphasis on voluntarism become a new panacea? Volunteers are described in the Encyclopedia of Social Work as: (1) identifiers of human conditions or problems requiring social welfare services; (2) initiators and makers of policy in agencies created to prevent, control, or treat these social conditions; (3) contributors of service based on knowledge, skill and interest; (4) solicitors of public or voluntary financial support; (5) spokesmen and interpreters of agency programs and the problems to which they are directed; (6) reporters of community reaction, critical or positive, to the agency's program; and (7) collaborators in community planning activities for the purpose of modifying or designing services to meet changing social conditions.[20]

This is a tall order. What inadequacies in our social order is voluntarism attempting to overcome? Could they be attacked more suitably by other means?

We ask how can we get more volunteers who are poor, black, old, young, etc. Yet we are not very clear about what these people should do, much less whether they should be paid for doing it. For instance, in welfare work there is a conflict in recruiting volunteers to work with low-income Negroes. "On the one hand, it is conceived as a device to foster interracial understanding which suggests a pitch to white volunteers, since most of the social agencies primarily serve Negroes. On the other hand, many see a need to have more middle class black volunteers, both to serve as success symbols for Negro children and to avoid having them come away with the impression that the only adults who really care about them are white." [21]

Should the volunteer attempt to find self-satisfaction, extend the program, or act as catalytic agent for societal change? Can he do all three at once? In interviews, the staff of some of the social agencies expressed concern about putting the entire burden on all volunteers. Effective training and supervision require explicit exposition of the func-

[20] *Encyclopedia of Social Work*, p. 830.
[21] William Raspberry in *The Washington Post*, Sept. 28, 1968.

tions of the volunteers, which must first be clearly agreed upon by the agency and the community. Some volunteers can act as an antidote to public apathy, as a source for recruiting, and as an interpreter of agency goals to the community. Others should not be asked to fulfill such global functions, and this should be made clear.

Tomorrow's Needs and the Future Work Force

Having come a long way from our starting place with volunteers as an extension of the labor force, we are now ready to focus on the major issues that need clarifying before a desirable policy toward volunteers can be formulated. Considerable information is available from the pilot survey of volunteers and from national economic and demographic data. The social indicators that are being developed will be very useful. But many gaps are apparent. Volunteer religious, political, and union activities, to name only a few of the most important, have yet to be studied. Definitions need clarification. We have no real evidence on whether the change in the types of volunteers recruited in the past few years is broadly based or the result of particular programs now in effect.[22]

We know next to nothing about the person who works by himself as a volunteer. We need to know more about the kinds of work people do at different ages. We know nothing of the effect of location or of mobility on volunteering. Then, we have not in this report been able to evaluate how the work of the volunteer stacks up with that of the jobholder. Interview discussions on the subject were felt to be superficial and the point was abandoned for the time being.

Whether those who as youngsters have been showing great enthusiasm for volunteering will be absorbed only in PTA and similar activities when they enter the child rearing years, or whether they will continue the commitments they started in earlier years is a question that deserves some attention. Looking somewhat further ahead, will this group return to its commitment to other community needs when its own children no longer require its participation in scouting and the like?

Nevertheless, there are a few comments that seem worth making, in addition to the inferences that can be drawn from the rest of the report.

Considering the long-term trend toward increasing labor force participation of women, particularly mature women, and the increasing job opportunities in social welfare and other service-type activities, many women may choose employment over volunteering. More of today's jobs appeal to them. The service sector of the economy makes heavy use of part-time workers and of women. The unconventional or flexible schedules and part-time jobs of the service and distribution sectors and the nurturant professions appeal to women. One long demonstrated need calls for employment of thousands—as cited recently by former Secretary of the Department of Health, Education, and Welfare, Wilbur J. Cohen, there were 4 million working mothers with 5 million children under age 6 in the Nation in 1967, but day-care facilities for only 500,000 children.

As the workweek is reduced, or if part-time employment becomes even more widely accepted, more students, housewives, and those who would otherwise retire may be more likely to seek paid jobs.

Is all this a prediction that volunteering is on the way out?

The essence of volunteering, as expressed by one chairman of volunteers, is being free to do what you want to and receiving some kind of satisfaction that you do not get in your other activities, not forgetting all those other social purposes that volunteers ascribe to their good works. Knowing that the service means more because it is given freely is not a small reward.

[22] The importance of its continuation is underlined in a recent paper by Dale L. Hiestand for the National Manpower Advisory Task Force, "Research in Discrimination in Employment." Professor Hiestand reports that "Recent research suggests that discrimination is not simply the result of ignorance, which can be eliminated by knowledge. Rather, discrimination appears to have a solid foundation in the attitudes and values of the large majority of the population, and is so imbedded in the institutions of the labor market, which determine who is employed where, that it is enormously difficult to deal with. The economy and society are changing rapidly and the fundamental institutional patterns which determine employment opportunities are built into newer areas before their significance is realized. Thus the flight to the suburbs was well underway and the neighborhood school system with its emphasis on local control was well established before it was realized just how discriminatory such an educational system can be. Similarly, patterns of discrimination are now being built into voluntary recreation and leisure time activities which may return to have a significant employment effect in the future if those activities become more central in our economy and society. It must be remembered that kindergartens, hospitals, and even schools were once voluntary activities. They were relatively well developed as institutions before their effect on employment was discerned. One central question then, is how discriminatory practices and behavior rules get built in so as to produce a problem of significant and improper exclusion at a later point rather than a more productive sensitivity to emerging situations so as to reduce discrimination."

APPENDIXES

A. Survey Methods

The estimates presented here are based on data from a sample of persons completing a self-enumeration schedule containing supplementary questions to the November 1965 monthly survey of the labor force conducted and tabulated for the Bureau of Labor Statistics by the Bureau of the Census.

Population Coverage. In November 1965, the population in about 4,000 of the 17,500 households in the monthly labor survey were requested to supply information on volunteer work. Nearly 9,800 persons were included in the survey. Household members present at the time of the interview were asked to fill out the volunteer work questionnaire; a schedule was left for those not at home to complete and mail to the Bureau of the Census. About 96 percent of the persons included in the survey returned schedules, including those who responded after a followup of persons who failed to return the first schedule.

The estimates presented relate to persons 14 years of age and over in the civilian noninstitutional population in the United States in the calendar week ending November 13, 1965. The civilian noninstitutional population excluded all members of the Armed Forces and inmates of penal institutions, tuberculosis sanitariums, and similar places.

Volunteer Work. Any unpaid work performed for or through an organization was considered volunteer work. Excluded from the scope of the survey was volunteer work for a political organization, work not done through an organization (helping friends or relatives), work done as part of schooling (students playing in a school band or college, students doing volunteer work as part of a school program), and volunteer work to further a hobby.

Religious and Nonreligious Activities. Persons who did volunteer work were divided into two groups, those who were engaged in a religious activity and those who engaged in a nonreligious activity. A religious activity was defined as one having to do with a church's ritual, precepts, or religious function, such as raising funds for a church, teaching Sunday school, singing in the choir, holding a church office, repairing the church, and missionary work. Other activities were classified as "nonreligious" or "general" volunteer work. For example, persons who did educational, social, or recreational work under church auspices were classified as performing a nonreligious activity.

Age. The age classification was based on the age of the person at his last birthday.

Color. The term "color" refers to the division of the population into two groups—white and nonwhite. The nonwhite group included, among others, Negroes, Indians, Japanese, and Chinese.

Marital Status. Persons were classified into the following categories according to their marital status at the time of interview: Single; married, spouse present; married, spouse absent; widowed; or divorced.

Educational Attainment. Educational attainment applies only to years of school completed in "regular" schools, which include graded public, private, and parochial elementary and high schools, colleges, universities, and professional schools, whether day schools or night schools. Thus, "regular" schooling is that which could be expected to advance a person to an elementary certificate, a high school diploma, or a college, university, or professional school degree. Schooling in other than regular schools was counted only if the credits obtained were regarded as transferable to a school in the regular school system.

Labor Force in November 1965. In this report, the civilian labor force comprises the total of all civilians 14 years old and over classified as employed or unemployed.

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RELIABILITY OF THE ESTIMATES

Estimating Procedure. The estimating procedure used in the volunteer work survey weighted sample results to independent estimates of the civilian noninstitutional population of the United States by age, color, and sex. These independent estimates were based on statistics from the *1960 Census of Population;* statistics of births, deaths, and immigration and emigration; and statistics on the strength of the Armed Forces.

Variability. Since the estimates are based on a sample, they may differ somewhat from the figures that would have been obtained if it were possible to take a complete census using the same schedules and procedures. As in any survey work, the results are also subject to errors of response and of reporting as well as to sampling variability.

The standard error is primarily a measure of sampling variability, that is, of the variations of sample estimates from a complete census that might occur by chance because only a sample rather than the entire population is surveyed. As calculated for this report, the standard error also partially measures the effect of response and enumeration errors but does not measure any systematic biases in the data. The chances are about 2 out of 3 that an estimate from the sample would differ from a complete census count by less than the standard error. The chances are about 19 out of 20 that the difference would be less than twice the standard error.

Tables A and B show approximations of the standard errors of various estimates in this report and should be interpreted as indicating the order of magnitude of the standard errors rather than the precise standard error for any specific item.

An estimated 6.7 million persons did nonreligious volunteer work during the survey week of November 7 to 13, 1965. Table A shows that the standard error on 6.7 million is approximately 656,000. The chances are about 2 out of 3 that a complete census would have shown a figure between 6.0 and 7.4 million. The chances are 19 out of 20 that a complete census would differ from the estimate by less than 1.3 million.

TABLE A. STANDARD ERROR OF ESTIMATED NUMBERS

[In thousands]

Size of estimate	Standard error
750	190
1,000	220
2,500	360
5,000	540
7,500	710
10,000	810
15,000	970
20,000	1,000
25,000	1,200

Since an estimated percentage is computed by using sample data for both numerator and denominator, its reliability depends upon the size of the percentage and the size of the total upon which the percentage is based. Estimated percentages are relatively more reliable than the corresponding absolute estimates of the numerator of the percentage, particularly if the percentage is large (50 percent or more).

The survey showed that 59.3 percent of the 6.7 million volunteers were women. By linear interpolation from table B, the standard error on 59.3 percent is about 3.6 percent. The chances are about 2 out of 3 that a complete census would have shown a percentage between 62.9 and 55.7 percent. The chances are about 19 out of 20 that a complete census would show a percentage not less than 52.1 and not more than 66.5, or two standard errors.

TABLE B. STANDARD ERROR OF ESTIMATED PERCENTAGES

[Thousands]

Estimated percentage	Base of percentage							
	250	500	750	1,000	2,500	5,000	10,000	25,000
2 or 98	5.2	3.7	3.0	2.6	1.7	1.2	0.8	0.5
5 or 95	8.1	5.8	4.7	4.1	2.6	1.8	1.3	.8
10 or 90	11.1	7.9	6.5	5.6	3.5	2.5	1.8	1.1
25 or 75	16.2	11.5	9.2	8.1	5.2	3.6	2.5	1.6
50	18.4	13.4	11.2	8.9	5.9	4.2	3.0	1.9

B. Survey Questionnaire

SURVEY OF VOLUNTEER WORK

The following are examples of types of activities for which organizations use the services of unpaid volunteer workers:

Hospital or clinic
Other health or medical
Educational
Social or welfare service
Recreational
Civic or community action

1. Did you do ANY UNPAID volunteer work for an organization LAST WEEK, that is, the week of November 7 through 13?
   1 ☐ Yes 2 ☐ No

2. Even though you did not do any unpaid volunteer work LAST WEEK, did you do some during the last 12 months, that is since November 1964?
   1 ☐ Yes—*Skip to question 7*
   2 ☐ No—*Skip to question 10*

Complete items 3, 4, 5, and 6 for UNPAID volunteer work done LAST WEEK

3. Type of activity (*For each activity listed, please check whether you did unpaid volunteer work. If not listed, enter in "g."*)	4. Number of hours worked	5. Describe the kind of work YOU did (*For example: hospital aide, teacher aide, clerical, scout leader, fundraiser, planning and organizing.*)	6. Name of organization (*For example: Red Cross, PTA, Community Chest, Boy Scouts, Heart Association, Settlement House, Church.*)
a. Hospital or clinic — 1 ☐ Yes 2 ☐ No			
b. Other health or medical — 1 ☐ Yes 2 ☐ No			
c. Educational — 1 ☐ Yes 2 ☐ No			
d. Social or welfare service (*Such as, home for aged or orphans, legal aid, travelers aid*) — 1 ☐ Yes 2 ☐ No			
e. Recreational — 1 ☐ Yes 2 ☐ No			
f. Civic or community action — 1 ☐ Yes 2 ☐ No			
g. Other (*Specify*) — 1 ☐ Yes 2 ☐ No			

7. How often did you do unpaid volunteer work during the last 12 months? →
   1 ☐ Nearly every week
   2 ☐ Nearly every 2 weeks
   3 ☐ Once a month
   4 ☐ Several times a year
   5 ☐ Other (*Specify*) _____

8. About how many hours of unpaid volunteer work did you do in the last 12 months? →
   1 ☐ Less than 25
   2 ☐ 25–99
   3 ☐ 100–299
   4 ☐ 300 or more (Enter number of hours) _____

9. What are your main reasons for doing unpaid volunteer work? → _____

If you are the head of the household:

10. Check the income group that corresponds to the total income of your family during the past 12 months. →
    (*This includes wages and salaries, business profits, net farm income, pensions, rent and other income received by members of this family*)
    1 ☐ Under $3,000
    2 ☐ $ 3,000 –$4,999
    3 ☐ $ 5,000 –$7,499
    4 ☐ $ 7,500 –$9,999
    5 ☐ $10,000–$14,999
    6 ☐ $15,000 and over

Comments

THIS COMPLETES THE QUESTIONNAIRE

Please return this form within 3 days in the enclosed envelope which requires no postage. THANK YOU.

FOR CENSUS USE ONLY	Control No.	Line No.	Item 15	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23

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USCOMM-DC

C. Survey Tables

Table 1. Extent of Religious and Nonreligious Volunteer Work Among Persons 14 Years and Over, by Age, Sex, Marital Status, and Color, November 1965

Table 2. Extent of Volunteer Work Among Persons 14 Years Old and Over, by Age, Sex, and Color, November 1965

Table 3. Hours of Volunteer Work, by Age and Sex, During Week Ending Nov. 13, 1965

Table 4. Marital Status of Volunteers, by Age and Sex, November 1965

Table 5. Volunteers' Relationship to Household Head, by Sex, November 1965

Table 6. Educational Attainment of Volunteers 18 Years Old and Over, by Sex, November 1965

Table 7. Family Income of Volunteers, by Sex, November 1965

Table 8. Labor Force Status of Volunteers, by Hours Worked on Regular Job and Sex, November 1965

Table 9. Volunteers in Experienced Labor Force, by Occupation Group[1] and Sex, November 1965

Table 10. Type of Volunteer Activity, by Age and Sex, During Week Ending Nov. 13, 1965

Table 11. Kind of Volunteer Work, by Age and Sex, During Week Ending Nov. 13, 1965

Table 12. Kind of Volunteer Work, by Type of Activity, During Week Ending Nov. 13, 1965

Table 13. Kind of Volunteer Work, by Type of Activity, During Week Ending Nov. 13, 1965

Table 14. Frequency of Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Ending November 1965

Table 15. Frequency of Volunteer Work Among Persons 18 Years Old and Over, by Educational Attainment and Sex, During Year Ending November 1965

Table 16. Frequency of Volunteer Work, by Labor Force Status, Occupation Group, and Sex, During Year Ending November 1965

Table 17. Hours of Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Ending November 1965

Table 18. Hours of Volunteer Work Among Persons 18 Years and Over, by Educational Attainment and Sex, During Year Ending November 1965

Table 19. Hours of Volunteer Work, by Labor Force Status, Major Occupation Group, and Sex, During Year Ending November 1965

Table 20. Hours of Volunteer Work, by Frequency of Work and Sex, During Year Ending November 1965

Table 21. Reasons for Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Ending November 1965

Table 22. Reasons for Volunteer Work Among Persons 18 Years Old and Over, by Educational Attainment and Sex, During Year Ending November 1965

Table 23. Extent of Religious Volunteer Work, by Age, Sex, Color, and Marital Status, During Week Ending Nov. 13, 1965

Table 24. Extent of Religious Volunteer Work, by Family Income and Years of School Completed, During Week Ending Nov. 13, 1965

Table 25. Kind of Religious Volunteer Work, During Week Ending Nov. 13, 1965

Table 1. Extent of Religious and Nonreligious Volunteer Work Among Persons 14 Years and Over, by Age, Sex, Marital Status, and Color, November 1965

[Numbers in thousands; percent distribution]

Age, sex, marital status, and color	Civilian noninstitutional population	During week ending Nov. 13, 1965							Year ending November 1965	
		All volunteers	Rate [1]	All types of work	Nonreligious work only	Religious work only	Both religious and nonreligious work	Average hours worked	All volunteers	Rate [1]
BOTH SEXES										
Total, 14 years and over:										
Number	134,247	9,382	7.0	9,382	5,671	2,672	1,039	5.3	24,324	18.1
Percent	100.0	100.0	.....	100.0	60.4	28.5	11.1	.....	100.0	.....
AGE										
14 to 24 years	24.5	16.8	4.8	100.0	55.7	33.0	11.3	4.6	19.3	14.3
25 to 44 years	33.7	48.4	10.0	100.0	63.4	26.1	10.6	4.5	45.2	24.3
45 years and over	41.9	34.8	5.8	100.0	58.6	29.7	11.6	6.6	35.5	15.3
45 to 54 years	16.3	17.3	7.4	100.0	60.9	24.0	15.1	5.2	17.8	19.9
55 to 64 years	12.5	8.2	4.6	100.0	59.2	30.9	9.9	8.6	9.9	14.3
65 years and over	13.1	9.2	4.9	100.0	53.9	39.4	6.7	7.3	7.7	10.7
MARITAL STATUS										
Married, spouse present	64.7	77.8	8.4	100.0	62.2	27.5	10.3	5.2	75.9	21.3
Single	22.5	16.1	5.0	100.0	55.8	32.3	11.9	4.5	17.0	13.7
Other marital status	12.8	6.1	3.3	100.0	49.7	31.4	19.0	6.9	7.1	10.0
COLOR										
White	89.3	94.7	7.4	100.0	60.3	28.7	11.0	5.6	94.0	19.1
Nonwhite	10.7	5.3	3.5	(2)	.....			(2)	6.0	10.3
MALE										
Total, 14 years and over:										
Number	63,643	3,603	5.7	3,603	2,333	870	400	5.0	9,477	14.9
Percent	100.0	100.0	.....	100.0	64.7	24.2	11.1	.....	100.0	.....
AGE										
14 to 24 years	24.8	16.6	3.8	100.0	69.9	21.9	8.2	4.6	19.5	11.7
25 to 44 years	33.9	48.9	8.2	100.0	64.4	22.5	13.0	4.4	44.6	19.6
45 years and over	41.3	34.5	4.7	100.0	62.7	27.6	9.7	5.9	35.8	12.9
45 to 54 years	16.6	17.6	6.0	100.0	63.0	22.7	14.3	5.4	19.1	17.1
55 to 64 years	12.6	9.3	4.2	(2)	.....			(2)	9.7	11.4
65 years and over	12.1	7.6	3.6	(2)	.....			(2)	7.1	8.8
MARITAL STATUS										
Married, spouse present	68.0	78.4	6.5	100.0	63.6	23.9	12.4	4.8	78.5	17.2
Single	25.2	17.5	3.9	100.0	76.1	16.2	7.8	4.8	18.4	10.9
Other marital status	6.9	4.1	3.4	(2)	.....			(2)	3.1	7.6
COLOR										
White	89.6	95.6	6.0	100.0	65.3	23.8	10.9	5.5	94.7	15.7
Nonwhite	10.4	4.4	2.4	(2)	.....			(2)	5.3	7.6
FEMALE										
Total, 14 years and over:										
Number	70,604	5,779	8.2	5,779	3,338	1,802	639	5.4	14,847	21.0
Percent	100.0	100.0	.....	100.0	57.7	31.2	11.1	.....	100.0	.....

See footnotes at end of table.

Table 1. Extent of Religious and Nonreligious Volunteer Work Among Persons 14 Years and Over, by Age, Sex, Marital Status, and Color, November 1965—Continued

[Numbers in thousands; percent distribution]

Age, sex, marital status, and color	Civilian noninstitutional population	During week ending Nov. 13, 1965							Year ending November 1965	
		All volunteers	Rate [1]	All types of work	Nonreligious work only	Religious work only	Both religious and nonreligious work	Average hours worked	All volunteers	Rate [1]
AGE										
14 to 24 years	24.2	17.0	5.7	100.0	47.0	39.7	13.3	4.6	19.2	16.7
25 to 44 years	33.4	48.1	11.8	100.0	62.7	28.3	9.0	4.6	45.6	28.7
45 years and over	42.4	34.9	6.7	100.0	56.2	31.1	12.8	6.9	35.2	17.5
45 to 54 years	16.0	17.1	8.8	100.0	59.6	24.9	15.6	5.1	17.1	22.5
55 to 64 years	12.5	7.5	5.0	[2]	----------			[2]	10.1	17.0
65 years and over	14.0	10.2	6.0	100.0	48.6	41.6	9.8	8.5	8.1	12.1
MARITAL STATUS										
Married, spouse present	61.7	77.4	10.3	100.0	61.3	29.7	8.9	5.5	74.2	25.3
Single	20.2	15.2	6.2	100.0	41.3	43.9	14.8	4.3	16.2	16.9
Other marital status	18.1	7.4	3.3	[2]	----------			[2]	9.6	11.1
COLOR										
White	89.1	94.2	8.6	100.0	57.1	31.9	11.0	5.7	93.5	22.1
Nonwhite	10.9	5.8	4.4	[2]	----------			[2]	6.5	12.5

[1] Volunteers as percent of civilian noninstitutional population.

[2] Not shown where number of volunteers is less than 500,000.

Additional information on the extent and kind of religious volunteer work done during the survey week is given in tables 23, 24, and 25. In the remaining tables, the data for the survey week pertain only to nonreligious volunteer work and the data for the year pertain to all volunteer work—whether religious or nonreligious—done by persons who did some nonreligious volunteer work during the survey week.

Table 2. Extent of Volunteer Work Among Persons 14 Years Old and Over, by Age, Sex, and Color, November 1965

[Numbers in thousands]

Sex, color, and age	Civilian noninstitutional population		Week ending Nov. 13, 1965				Year ending November 1965		
	Number	Percent	Number	Percent	Rate [1]	Average hours worked	Number	Percent	Rate [1]
BOTH SEXES									
Total, 14 years and over	134,247	100.0	6,710	100.0	5.0	5.6	21,656	100.0	16.1
White	119,944	89.3	6,334	94.4	5.3	5.6	20,306	93.8	16.9
Nonwhite	14,303	10.7	376	5.6	2.6	6.0	1,350	6.2	9.4
MALE									
Total, 14 years and over	63,643	100.0	2,733	100.0	4.3	5.4	8,609	100.0	13.5
14 to 24 years	15,783	24.6	467	17.1	3.0	(2)	1,719	20.0	11.0
14 to 17 years	7,075	11.1	296	10.9	4.2	(2)	830	9.6	11.7
18 to 24 years	8,708	13.5	171	6.2	2.0	(2)	889	10.3	10.4
25 to 44 years	21,597	34.2	1,366	50.0	6.3	(2)	3,834	44.5	17.6
25 to 34 years	10,195	16.4	381	14.0	3.7	(2)	1,432	16.6	13.8
35 to 44 years	11,402	17.8	985	36.0	8.6	5.1	2,402	27.9	21.2
45 years and over	26,263	41.3	900	33.0	3.4	6.7	3,056	35.5	11.6
45 to 54 years	10,544	16.4	490	18.0	4.6	(2)	1,663	19.3	16.0
55 to 64 years	8,030	12.8	230	8.4	2.9	(2)	812	9.4	10.0
65 years and over	7,689	12.1	180	6.6	2.3	(2)	581	6.7	7.6
White	57,013	89.6	2,626	96.0	4.6	5.5	8,153	94.7	14.3
Nonwhite	6,630	10.4	107	4.0	1.6	(2)	456	5.3	6.9
FEMALE									
Total, 14 years and over	70,604	100.0	3,977	100.0	5.6	5.8	13,047	100.0	18.5
14 to 24 years	17,062	24.3	592	14.9	3.4	5.6	2,466	18.9	14.4
14 to 17 years	6,923	9.9	339	8.5	4.8	(2)	1,317	10.1	18.8
18 to 24 years	10,139	14.3	253	6.4	2.5	(2)	1,149	8.8	11.3
25 to 44 years	23,604	33.3	1,994	50.2	8.5	4.7	5,979	45.8	25.4
25 to 34 years	11,244	16.1	971	24.4	8.5	5.2	2,642	20.3	23.3
35 to 44 years	12,360	17.2	1,023	25.7	8.4	4.2	3,337	25.6	27.4
45 years and over	29,938	42.4	1,391	35.0	4.6	7.5	4,602	35.3	15.4
45 to 54 years	11,274	15.9	744	18.7	6.6	5.1	2,288	17.5	20.4
55 to 64 years	8,899	12.6	301	7.6	3.4	(2)	1,362	10.4	15.3
65 years and over	9,865	14.0	346	8.7	3.5	(2)	952	7.3	9.6
White	62,931	89.1	3,708	93.2	5.9	5.7	12,153	93.1	19.3
Nonwhite	7,673	10.9	269	6.8	3.5	(2)	894	6.9	11.7

[1] Volunteers as percent of civilian noninstitutional population.

[2] Not shown where number of volunteers is less than 500,000.

Table 3. Hours of Volunteer Work, by Age and Sex, During Week Ending Nov. 13, 1965

[Percent distribution]

Age and sex	All hours	1 to 4 hours	5 to 8 hours	9 to 14 hours	15 hours or more	Average hours
BOTH SEXES						
Total, 14 years and over	100.0	59.5	23.2	11.3	6.0	5.6
14 to 24 years	100.0	59.1	28.7	8.0	4.2	5.2
25 to 34 years	100.0	65.4	19.3	11.5	3.8	5.0
35 to 44 years	100.0	63.5	23.9	9.8	2.8	4.6
45 to 54 years	100.0	54.4	27.0	13.8	4.8	5.5
55 years and over	100.0	49.9	17.2	14.5	18.4	9.1
MALE						
Total, 14 years and over	100.0	60.9	25.6	8.0	5.5	5.4
14 to 34 years	100.0	67.7	24.2	4.0	4.1	4.6
35 to 44 years	100.0	57.7	28.6	9.7	4.0	5.1
45 years and over	100.0	57.3	23.7	10.2	8.7	6.7
FEMALE						
Total, 14 years and over	100.0	58.6	21.6	13.5	6.3	5.8
14 to 24 years	100.0	54.6	29.0	11.6	4.8	5.6
25 to 34 years	100.0	63.1	19.3	14.3	3.3	5.2
35 to 44 years	100.0	68.9	19.4	9.9	1.7	4.2
45 to 54 years	100.0	54.8	27.5	15.1	2.5	5.1
55 years and over	100.0	43.3	15.2	18.0	23.5	10.1

Table 4. Marital Status of Volunteers, by Age and Sex, November 1965

[Numbers in thousands]

Marital status, age, and sex	Week ending Nov. 13, 1965				Year ending November 1965		
	Number	Percent	Rate [1]	Average hours worked	Number	Percent	Rate [1]
MALE							
Total, 14 years and over	2,733	100.0	4.3	5.4	8,609	100.0	13.5
Single	529	19.4	3.3	4.8	1,644	19.1	10.3
Married, wife present	2,149	78.6	5.0	5.5	6,766	78.6	15.6
Under 25 years	50	1.8	1.7	[2]	261	3.0	8.6
25 to 44 years	1,267	46.4	6.6	4.8	3,670	42.6	19.2
45 years or more	832	30.4	3.9	6.6	2,835	32.9	13.4
Other marital status	55	2.0	1.3	[2]	199	2.3	4.
FEMALE							
Total, 14 years and over	3,977	100.0	5.6	5.8	13,047	100.0	18.5
Single	492	12.4	3.5	[2]	2,015	15.4	14.2
Married, husband present	3,146	79.1	7.2	5.6	9,693	74.3	22.3
Under 25 years	161	4.0	3.0	[2]	671	5.1	12.6
25 to 44 years	1,932	48.6	9.7	4.8	5,572	42.7	28.1
45 years or more	1,053	26.5	5.7	6.9	3,450	26.4	18.8
Other marital status	339	8.5	2.6	[2]	1,339	10.3	10.4

[1] Volunteers as percent of civilian noninstitutional population.

[2] Not shown where number of volunteers is less than 500,000.

Table 5. Volunteers' Relationship to Household Head, by Sex, November 1965

[Numbers in thousands]

Relationship and sex	Week ending Nov. 13, 1965			Year ending November 1965		
	Number	Percent	Rate [1]	Number	Percent	Rate [1]
MALE						
Total, 14 years and over	2,733	100.0	4.3	8,609	100.0	13.5
Head of household	2,250	82.3	4.8	7,093	82.4	15.1
Living with relatives	2,176	79.6	5.0	6,821	79.2	15.6
Single	48	1.8	8.3	76	.9	13.2
Married, wife present	2,116	77.4	5.0	6,717	78.0	15.8
Other marital status	12	.4	1.5	28	.3	3.5
Not living with relatives	74	2.7	2.2	272	3.2	8.2
Other relative of head	466	17.0	3.0	1,434	16.7	9.2
Nonrelative of head	17	.6	1.8	82	1.0	8.6
FEMALE						
Total, 14 years and over	3,977	100.0	5.6	13,047	100.0	18.5
Wife of head	3,116	78.3	7.3	9,626	73.8	22.5
Head of household	354	8.9	3.3	1,376	10.5	12.7
Living with relatives	109	2.7	2.4	627	4.8	13.5
Not living with relatives	245	6.2	3.9	749	5.7	12.0
Other relative of head	507	12.8	3.2	1,983	15.2	12.4
Nonrelative of head				62	.5	6.6

[1] Volunteers as percent of civilian noninstitutional population.

Table 6. Educational Attainment of Volunteers 18 Years Old and Over, by Sex, November 1965

[Numbers in thousands]

Years of school completed and sex	Week ending Nov. 13, 1965			Year ending November 1965		
	Number	Percent	Rate [1]	Number	Percent	Rate [1]
MALE						
Total, 18 years and over	2,436	100.0	4.3	8,583	100.0	15.2
Less than 4 years of high school	562	23.1	2.0	2,574	30.0	9.3
Elementary: 8 years or less	157	6.4	.9	1,236	14.4	7.1
High school: 1 to 3 years	405	16.6	3.9	1,338	15.6	13.0
4 years of high school	842	34.6	4.7	3,129	36.5	17.4
College: 1 year or more	1,032	42.3	9.5	2,880	33.6	26.6
1 to 3 years	402	16.5	6.4	1,237	14.4	19.8
4 years or more	630	25.9	13.7	1,643	19.1	35.8
FEMALE						
Total, 18 years and over	3,638	100.0	5.7	13,348	100.0	21.0
Less than 4 years of high school	819	22.5	2.8	3,529	26.4	12.2
Elementary: 8 years or less	356	9.8	2.1	1,631	12.2	9.5
High school: 1 to 3 years	463	12.7	3.9	1,898	14.2	16.1
4 years of high school	1,549	42.6	6.4	6,216	46.6	25.6
College: 1 year or more	1,270	34.9	12.1	3,603	27.0	34.4
1 to 3 years	726	20.0	11.1	1,982	14.8	30.4
4 years or more	544	15.0	13.8	1,621	12.1	41.0

[1] Volunteers as percent of civilian noninstitutional population.

Table 7. Family Income of Volunteers, by Sex, November 1965

[Numbers in thousands]

Family income and sex	Week ending Nov. 13, 1965			Year ending November 1965		
	Number	Percent	Rate [1]	Number	Percent	Rate [1]
MALE						
Total, 14 years and over	2,733	100.0	4.3	8,609	100.0	13.5
Less than $5,000	421	15.4	1.8	1,679	19.5	7.6
Under $3,000	189	6.9	1.6	654	7.6	5.6
$3,000 to $4,999	232	8.5	2.0	1,025	11.9	8.9
$5,000 to $9,999	1,213	44.4	4.4	4,102	47.6	14.0
$5,000 to $7,499	650	23.8	3.8	2,236	26.0	13.1
$7,500 to $9,999	563	20.6	5.5	1,866	21.7	18.5
$10,000 and over	1,099	40.2	10.7	2,828	32.8	27.5
$10,000 to $14,999	689	25.2	9.4	1,659	19.3	22.5
$15,000 and over	410	15.0	14.1	1,169	13.6	40.1
FEMALE						
Total, 14 years and over	3,977	100.0	5.6	13,047	100.0	18.5
Less than $5,000	903	22.7	3.0	3,355	25.7	11.0
Under $3,000	493	12.4	3.0	1,521	11.7	9.2
$3,000 to $4,999	410	10.3	2.9	1,834	14.1	13.1
$5,000 to $9,999	2,008	50.5	7.0	6,210	47.6	21.5
$5,000 to $7,499	1,047	26.3	5.8	3,588	27.5	19.9
$7,500 to $9,999	963	24.2	8.9	2,622	20.1	24.1
$10,000 and over	1,066	26.8	10.2	3,482	26.7	33.1
$10,000 to $14,999	633	15.9	8.3	2,269	17.4	29.6
$15,000 and over	433	10.9	15.3	1,213	9.3	42.5

[1] Volunteers as percent of civilian noninstitutional population.

Table 8. Labor Force Status of Volunteers, by Hours Worked on Regular Job and Sex, November 1965

[Numbers in thousands]

Labor force status, hours worked, and sex	Week ending Nov. 13, 1965				Year ending November 1965		
	Number	Percent	Rate [1]	Average hours worked	Number	Percent	Rate [1]
MALE							
Total, 14 years and over	2,733	100.0	4.3	5.4	8,609	100.0	13.5
In labor force	2,298	84.1	4.7	5.5	7,333	85.2	15.0
Employed	2,268	83.0	4.8	5.5	7,226	83.9	15.3
Usually full time [2]	2,132	78.0	4.9	5.6	6,683	77.6	15.3
Under 40 hours	777	28.4	3.6	6.6	2,706	31.4	12.5
40 hours or more	1,329	48.6	6.5	5.0	3,730	43.3	18.3
Usually part time	136	5.0	3.8	(3)	543	6.3	15.1
Unemployed	30	1.1	2.0	(3)	107	1.2	7.0
Not in labor force	435	15.9	2.9	(3)	1,276	14.8	8.6
School	280	10.2	4.1	(3)	790	9.2	11.4
Other	155	5.7	1.9	(3)	486	5.6	6.1
FEMALE							
Total, 14 years and over	3,977	100.0	5.6	5.8	13,047	100.0	18.5
In labor force	1,335	33.6	4.9	5.6	4,749	36.4	17.3
Employed	1,324	33.3	5.1	5.6	4,563	35.0	17.5
Usually full time [2]	783	19.7	4.1	5.1	3,115	23.9	16.1
Under 40 hours	454	11.4	3.2	(3)	2,206	16.9	15.7
40 hours or more	279	7.0	6.1	(3)	795	6.1	17.3
Usually part time	541	13.6	7.9	6.4	1,448	11.1	21.3
Unemployed	11	.3	.8	6.0	186	1.4	13.8
Not in labor force	2,642	66.4	6.1	5.9	8,298	63.6	19.2
Keeping house	2,180	54.8	6.5	5.8	6,874	52.7	20.5
Under 25 years	94	2.4	2.6	(3)	419	3.2	11.4
25 to 44 years	1,280	32.2	10.1	4.6	3,723	28.5	29.3
45 years or more	806	20.3	4.7	7.7	2,732	20.9	15.9
School	367	9.2	5.4	(3)	1,224	9.4	18.1
Other	96	2.4	3.5	(3)	201	1.5	7.3

[1] Volunteers as percent of total in group.

[2] Includes some persons with a job but not at work, not shown separately.

[3] Not shown where number of volunteers is less than 500,000.

Table 9. Volunteers in Experienced Labor Force, by Occupation Group [1] and Sex, November 1965

[Numbers in thousands]

Occupation group and sex	Week ending Nov. 13, 1965			Year ending November 1965		
	Number	Percent	Rate [2]	Number	Percent	Rate [2]
MALE						
Total, 14 years and over	2,282	100.0	4.7	7,318	100.0	15.1
White-collar workers	1,659	72.7	9.3	4,072	55.6	22.7
Professional, technical, and kindred workers	626	27.4	11.0	1,617	22.1	28.5
Medical and health workers	109	4.8	21.5	207	2.8	40.7
Teachers, except college	82	3.6	11.0	288	3.9	38.6
Other professional and technical workers	435	19.1	9.8	1,122	15.3	25.4
Managers, officials, and proprietors	610	26.7	10.1	1,400	19.1	23.2
Clerical and kindred workers	221	9.7	6.6	452	6.2	13.6
Salesworkers	202	8.9	7.0	603	8.2	20.9
Blue-collar workers	448	19.6	1.9	2,125	29.0	8.9
Craftsmen, foremen, and kindred	256	11.2	2.6	1,067	14.6	10.9
Operatives and kindred	177	7.8	1.8	820	11.2	8.2
Laborers, except farm and mine	15	.7	.4	238	3.3	6.0
Service workers	133	5.8	4.1	594	8.1	18.5
Farmworkers	42	1.8	1.1	527	7.2	14.2
Farmers and farm managers	42	1.8	1.8	399	5.5	17.0
Farm laborers and foremen				128	1.7	9.4
FEMALE						
Total, 14 years and over	1,336	100.0	4.9	4,702	100.0	17.2
White-collar workers	987	73.9	6.6	3,149	67.0	21.0
Professional, technical, and kindred workers	371	27.7	9.9	998	21.2	26.8
Medical and health workers	94	7.0	11.0	159	3.4	18.6
Teachers, except college	156	11.7	9.5	515	11.0	31.5
Other professional and technical workers	121	9.1	9.8	324	6.9	26.2
Managers, officials, and proprietors	64	4.8	5.5	241	5.1	20.9
Clerical and kindred workers	456	34.2	5.8	1,459	31.0	18.6
Salesworkers	96	7.2	4.3	451	9.6	20.1
Blue-collar workers	140	10.5	2.9	495	10.5	10.3
Service workers	181	13.6	2.7	911	19.4	13.6
Private household workers	43	3.2	1.9	250	5.3	10.8
Other service workers	138	10.3	3.1	661	14.1	15.1
Farmworkers	28	2.1	3.4	147	3.1	17.7

[1] Current job for employed persons and last job if unemployed; excludes unemployed who never worked.

[2] Volunteers as percent of total in group.

Table 10. Type of Volunteer Activity, by Age and Sex, During Week Ending Nov. 13, 1965

[Percent distribution]

Age and sex	All activities [1]	Hospital	Other health or medical	Educational	Social or welfare service	Recreational	Civic or community	Youth activities		Other
								Scouting	Other	
BOTH SEXES										
Total, 14 years and over	100.0	11.7	10.2	27.5	25.2	6.7	16.2	16.0	9.3	4.4
MALE										
Total, 14 years and over	100.0	5.6	5.9	18.1	18.5	8.9	26.5	20.9	13.6	6.3
14 to 24 years	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
25 to 44 years	100.0	3.5	6.1	21.8	13.3	10.5	27.7	24.7	11.5	4.8
45 years and over	100.0	6.5	6.8	10.0	27.2	5.9	26.5	17.0	16.6	11.8
FEMALE										
Total, 14 years and over	100.0	15.9	13.3	34.0	29.8	5.1	9.1	12.7	6.4	3.1
14 to 24 years	100.0	9.6	13.2	37.6	34.7	4.9	5.2	2.9	7.8	2.4
25 to 44 years	100.0	10.0	11.0	45.7	22.5	5.6	10.0	22.2	7.1	2.4
45 years and over	100.0	26.8	16.5	15.8	38.1	4.6	9.4	3.2	4.7	4.5

[1] Sum of items exceeds 100.0 percent because some volunteers worked in more than one type of activity.

[2] Not shown where number of volunteers is less than 500,000.

Table 11. Kind of Volunteer Work, by Age and Sex, During Week Ending Nov. 13, 1965

[Percent distribution]

Kind of volunteer work	Both sexes				Male				Female			
	Total, 14 years and over	14 to 24 years	25 to 44 years	45 years and over	Total, 14 years and over	14 to 24 years	25 to 44 years	45 years and over	Total, 14 years and over	14 to 24 years	25 to 44 years	45 years and over
All volunteers [1]	100.0	100.0	100.0	100.0	100.0	(2)	100.0	100.0	100.0	100.0	100.0	100.0
White-collar work:												
Fundraiser	22.1	19.9	21.4	24.1	20.0	(2)	12.8	29.5	23.5	17.0	27.2	20.7
Organizer or planner	25.4	12.3	31.4	22.3	38.9	(2)	46.1	38.3	16.0	5.7	21.5	12.1
Youth group leader	16.6	11.3	22.9	9.4	19.3	(2)	21.5	16.9	14.7	6.2	23.8	4.7
Scout	11.9	3.2	18.1	6.6	11.5	(2)	14.3	9.7	12.2	----	20.7	4.7
Other	4.6	8.1	4.8	2.8	7.8	(2)	7.3	7.3	2.5	6.2	3.1	----
Clerical	6.1	4.4	5.3	8.0	2.9	(2)	1.3	5.0	8.3	5.3	8.1	10.0
Sales	3.4	2.6	3.3	3.8	1.2	(2)	1.3	1.3	4.8	4.9	4.6	5.0
Teacher or teacher aide	9.1	18.3	8.8	5.4	7.3	(2)	6.2	3.6	.5	20.0	10.5	6.5
Other white-collar	12.8	13.6	12.7	12.6	8.5	(2)	12.3	1.9	15.7	16.8	13.0	19.4
Service work:												
Protective service	3.7	3.3	4.6	2.7	9.2	(2)	11.3	6.9	----	----	----	----
Hospital aide	6.2	7.3	4.4	8.2	2.9	(2)	2.4	1.6	8.4	8.1	5.8	12.4
Social or welfare aide	7.3	9.7	4.3	10.6	4.7	(2)	1.2	11.1	9.0	15.5	6.4	10.3
Kitchen and food service	5.2	3.2	6.4	4.4	3.0	(2)	3.8	3.5	6.8	6.0	8.2	5.0
Other service	2.9	6.3	2.4	2.1	2.9	(2)	1.2	3.5	2.9	6.2	3.2	1.2
Blue-collar work, total	8.0	6.4	4.8	13.6	4.7	(2)	3.7	7.0	10.3	8.9	5.5	17.8

[1] Sum of items exceeds 100.0 percent because some volunteers did more than one kind of work.

[2] Not shown where number of volunteers is less than 500,000.

Table 12. Kind of Volunteer Work, by Type of Activity, During Week Ending Nov. 13, 1965

[Percent distribution]

Kind of volunteer work	All activities	Hospital or clinic	Other health or medical	Educational	Social or welfare service	Civic or community action	Youth activities		Recreational and other
							Scouting	Other	
All kinds of work [1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White-collar work:									
Fundraiser	17.2		50.8	14.8	30.4	12.9	3.0	7.1	15.9
Organizer of planner	19.7	5.7	14.5	27.4	10.5	40.3	13.4	8.2	30.0
Youth group leader	12.9						70.4	46.2	4.3
Scout	9.3						67.2	3.1	2.4
Other	3.6						3.2	43.1	1.9
Clerical	4.8	12.2	4.9	5.0	2.1	3.0	1.6	5.2	9.1
Sales	2.6	3.8		4.9	4.2			2.6	2.1
Teacher or teacher aide	7.1	5.5	7.1	22.0	1.0	3.0	1.3		6.6
Other white-collar	9.9	10.1	4.3	16.9	6.8	7.6	1.5	19.4	13.3
Service work:									
Protective service	2.7					20.1	2.8		
Hospital aide	4.8	42.8	7.0		1.0				
Social or welfare aide	5.7	6.2			26.0				
Kitchen and food service	4.1	2.1	5.0	6.4	1.0	4.5	1.6	5.4	8.4
Other service	2.3	2.1		.9	6.1	2.9			4.0
Blue-collar work, total	6.2	9.5	6.4	1.8	10.9	5.6	4.5	5.9	6.3

[1] Sum of kinds of work reported exceeds number of volunteers. See also table 11.

Table 13. Kind of Volunteer Work, by Type of Activity, During Week Ending Nov. 13, 1965

[Percent distribution]

Kind of volunteer work	All activities [1]	Hospital or clinic	Other health or medical	Educational	Social or welfare service	Recreational	Civic or community action	Youth activities		Other
								Scouting	Other	
All kinds of work	100.0	9.2	8.1	21.6	19.8	5.3	12.7	12.6	7.3	3.5
White-collar work:										
Fundraiser	100.0		24.4	18.5	34.5	1.1	9.5	2.3	2.9	6.8
Organizer or planner	100.0	2.7	6.1	29.9	10.4	7.1	25.9	8.9	2.9	5.9
Youth group leader	100.0					2.8		71.9	25.2	
Clerical or sales	100.0	20.4	5.5	28.7	16.8	5.1	5.1	2.8	7.5	8.0
Teacher or teacher aide	100.0	7.2	8.2	66.2	2.7	7.9	5.3	2.4		
Other white-collar	100.0	9.6	3.6	36.5	13.4	9.5	9.7	2.0	13.8	2.0
Service work:										
Hospital, social, or welfare aide	100.0	44.1	5.5		50.4					
Other service	100.0	4.2	4.5	16.8	14.9	7.8	37.7	6.2	4.1	3.7
Blue-collar work, total	100.0	14.4	8.5	6.3	34.4	5.9	11.4	9.6	6.7	2.8

[1] Sum of types of activities reported exceeds number of volunteers. See also table 10.

Table 14. Frequency of Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Ending November 1965

[Percent distribution]

Age, sex, color, and marital status	All frequencies	Nearly every week	Nearly every 2 weeks	Once a month	Several times a year	Only once	Other
BOTH SEXES							
Total, 14 years and over	100.0	24.4	8.6	4.8	38.5	8.8	15.0
White	100.0	24.5	8.5	4.7	38.7	8.8	14.8
Nonwhite	100.0	23.0	9.3	6.2	34.6	8.8	18.2
AGE							
Male							
Total, 14 years and over	100.0	24.5	9.1	5.4	39.7	7.8	13.5
14 to 17 years	100.0	17.9	11.8	7.9	41.0	3.9	17.5
18 to 24 years	100.0	18.1	3.5	7.0	55.1	3.4	12.9
25 to 44 years	100.0	29.8	8.6	5.7	35.8	7.4	12.6
45 to 54 years	100.0	16.8	10.7	3.0	43.9	11.1	14.5
55 to 64 years	100.0	26.7	11.1	1.6	38.3	10.6	11.7
65 years and over	100.0	27.0	9.8	9.8	29.5	8.7	15.1
Female							
Total, 14 years and over	100.0	24.3	8.2	4.3	37.7	9.4	16.0
14 to 17 years	100.0	23.3	3.8	3.3	33.5	10.0	25.9
18 to 24 years	100.0	25.5	1.5	----------	38.8	13.4	20.9
25 to 44 years	100.0	24.1	9.4	5.4	37.7	7.8	15.6
45 to 54 years	100.0	23.4	7.2	3.7	43.2	9.0	13.5
55 to 64 years	100.0	22.0	13.4	1.1	34.5	15.2	13.8
65 years and over	100.0	31.9	9.9	10.3	32.4	7.0	8.4
MARITAL STATUS							
Male							
Single	100.0	21.0	8.9	5.0	45.6	5.8	13.7
Married, spouse present	100.0	25.2	9.2	5.7	38.6	8.0	13.4
Other marital status	100.0	(1)	(1)	(1)	(1)	(1)	(1)
Female							
Single	100.0	26.6	2.4	3.7	34.1	10.8	22.3
Married, spouse present	100.0	23.0	9.0	4.7	39.6	9.1	14.4
Other marital status	100.0	30.3	10.7	2.4	29.0	9.6	18.0

[1] Not shown where number of volunteers is less than 500,000.

Table 15. Frequency of Volunteer Work Among Persons 18 Years Old and Over, by Educational Attainment and Sex, During Year Ending November 1965

[Percent distribution]

Years of school completed and sex	All frequencies	Nearly every week	Nearly every 2 weeks	Once a month	Several times a year	Only once	Other
MALE							
Total, 18 years and over	100.0	25.2	8.8	5.1	39.6	8.2	13.1
Less than 4 years of high school	100.0	19.5	5.9	2.7	45.5	7.5	18.9
4 years of high school	100.0	29.6	9.4	3.3	37.8	6.4	13.5
College: 1 year or more	100.0	25.3	9.4	10.2	33.0	11.6	10.4
1 to 3 years	100.0	25.8	8.0	9.7	33.5	9.8	13.3
4 years or more	100.0	25.0	10.5	10.7	32.6	13.0	8.1
FEMALE							
Total, 18 years and over	100.0	24.4	8.7	4.4	38.1	9.4	14.9
Less than 4 years of high school	100.0	17.8	6.4	3.6	41.2	10.3	20.7
4 years of high school	100.0	24.5	9.1	4.1	38.0	8.9	15.6
College: 1 year or more	100.0	28.2	11.4	4.6	36.1	7.9	11.8
1 to 3 years	100.0	30.7	8.0	3.7	38.7	7.8	11.2
4 years or more	100.0	25.1	15.5	5.7	33.1	8.1	12.5

Table 16. Frequency of Volunteer Work, by Labor Force Status, Occupation Group, and Sex, During Year Ending November 1965

[Percent distribution]

Labor force status, occupation group, and sex	All frequencies	Nearly every week	Nearly every 2 weeks	Once a month	Several times a year	Only once	Other
MALE							
Total	100.0	24.5	9.1	5.4	39.7	7.8	13.5
In labor force, total [1]	100.0	25.5	9.6	4.8	39.3	8.2	12.5
White-collar workers	100.0	27.8	11.6	7.0	34.0	8.6	10.9
All other workers	100.0	22.8	7.2	2.0	46.1	7.8	14.1
Not in labor force, total	100.0	18.7	6.0	9.1	42.0	5.0	19.2
In school	100.0	14.7	4.5	10.2	45.5	4.0	18.2
Other	(2)	(2)	(2)	(2)	(2)	(2)	(2)
FEMALE							
Total	100.0	24.3	8.2	4.3	37.7	9.4	16.0
In labor force, total [1]	100.0	23.4	7.6	3.5	39.5	8.4	17.
White-collar workers	100.0	27.0	7.5	4.2	35.3	11.0	15.
All other workers	100.0	15.6	8.3	2.3	49.6	3.1	21.2
Not in labor force, total	100.0	24.9	8.5	4.8	36.6	10.1	15.2
Keeping house	100.0	24.4	9.3	5.2	38.0	9.6	13.5
In school	100.0	24.7	4.0	2.1	32.5	10.7	25.9
Other	(2)	(2)	(2)	(2)	(2)	(2)	(2)

[1] Includes some persons who were unemployed and had never worked, not shown separately.

[2] Not shown where number of volunteers is less than 500,000.

Table 17. Hours of Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Ending November 1965

[Percent distribution]

Age, sex, color, and marital status	All hours	Less than 25 hours	25 to 99 hours	100 to 299 hours	300 hours or more
BOTH SEXES					
Total, 14 years and over	100.0	46.2	32.7	16.8	4.4
White	100.0	45.6	33.3	16.8	4.4
Nonwhite	100.0	55.8	23.9	16.1	4.2
AGE					
Male					
Total, 14 years and over	100.0	41.6	35.7	18.5	4.2
14 to 17 years	100.0	54.4	26.2	17.6	1.8
18 to 24 years	100.0	45.3	41.9	10.9	1.9
25 to 44 years	100.0	38.7	36.4	20.0	4.8
45 to 54 years	100.0	46.8	29.5	21.7	2.0
55 to 64 years	100.0	28.0	48.2	13.9	9.8
65 years and over	100.0	40.6	35.3	18.7	5.4
Female					
Total, 14 years and over	100.0	49.2	30.7	15.6	4.5
14 to 17 years	100.0	56.4	23.4	16.3	3.9
18 to 24 years	100.0	56.9	25.4	13.4	4.4
25 to 44 years	100.0	50.2	33.2	13.2	3.4
45 to 54 years	100.0	48.3	27.7	17.1	6.8
55 to 64 years	100.0	42.8	39.0	13.1	5.1
65 years and over	100.0	35.0	26.3	33.3	5.4
MARITAL STATUS					
Male	100.0	41.7	35.7	18.5	4.2
Single	100.0	44.5	36.7	17.9	.9
Married, spouse present	100.0	40.5	36.0	18.3	5.1
Other marital status [1]	(2)	(2)	(2)	(2)	(2)
Female	100.0	49.2	30.7	15.6	4.5
Single	100.0	54.7	25.8	17.1	2.5
Married, spouse present	100.0	48.1	33.0	14.3	4.6
Other marital status [1]	100.0	49.1	21.1	23.4	6.3

[1] Includes widowed, divorced, and separated persons.

[2] Not shown where number of volunteers is less than 500,000.

Table 18. Hours of Volunteer Work Among Persons 18 Years and Over, by Educational Attainment and Sex, During Year Ending November 1965

[Percent distribution]

Years of school completed and sex	All hours	Less than 25 hours	25 to 99 hours	100 to 299 hours	300 hours or more
MALE					
Total, 18 years and over	100.0	40.2	36.7	18.6	4.5
Less than 4 years of high school	100.0	58.0	25.6	12.5	3.9
4 years of high school	100.0	35.6	33.7	23.8	7.0
College: 1 or more years	100.0	35.5	41.0	19.1	4.4
1 to 3 years	100.0	41.6	37.8	15.4	5.2
4 years or more	100.0	30.8	43.5	22.0	3.7
FEMALE					
Total, 18 years and over	100.0	48.4	31.5	15.6	4.5
Less than 4 years of high school	100.0	58.3	24.2	13.8	3.7
4 years of high school	100.0	49.5	31.8	14.2	4.5
College: 1 or more years	100.0	40.0	37.2	18.0	4.9
1 to 3 years	100.0	42.0	35.6	17.5	4.9
4 years or more	100.0	37.4	39.2	18.6	4.8

Table 19. Hours of Volunteer Work, by Labor Force Status, Major Occupation Group, and Sex, During Year Ending November 1965

[Percent distribution]

Labor force status, major occupation group, and sex	All hours	Less than 25 hours	25 to 99 hours	100 to 299 hours	300 hours or more
MALE					
Total, 14 years and over	100.0	41.6	35.7	18.5	4.2
In labor force [1]	100.0	39.6	36.8	19.3	4.3
White-collar workers	100.0	35.0	38.3	21.3	5.4
All other	100.0	45.2	35.0	16.9	3.0
Not in labor force	100.0	52.9	29.6	13.9	3.6
In school	100.0	59.6	25.6	12.9	2.0
Other	(2)	(2)	(2)	(2)	(2)
FEMALE					
Total, 14 years and over	100.0	49.2	30.7	15.6	4.5
In labor force [1]	100.0	50.7	30.5	14.4	4.5
White-collar workers	100.0	45.5	34.4	16.5	3.6
All other	100.0	61.2	22.5	10.1	6.2
Not in labor force	100.0	48.3	31.0	16.4	4.3
Keeping house	100.0	48.1	31.2	16.3	4.4
In school	100.0	53.6	29.0	14.7	2.7
Other	(2)				

[1] Includes some persons who were unemployed and have never worked, not shown separately.

[2] Not shown where number of volunteers is less than 500,000.

ble 20. Hours of Volunteer Work, by Frequency of Work and Sex, During Year Ending November 1965

[Percent distribution]

Frequency of work and sex	All hours	Less than 25 hours	25 to 99 hours	100 to 299 hours	300 hours or more
MALE					
otal, 14 years and over	100.0	41.6	35.7	18.5	4.2
Nearly every week	100.0	4.8	30.3	49.4	15.5
Nearly every 2 weeks	100.0	9.4	57.5	28.5	4.7
Once a month	(1)	(1)	(1)	(1)	(1)
Several times a year	100.0	61.3	35.3	3.4	(1)
Only once	100.0	32.8	57.2	10.0	(1)
Other	100.0	77.9	14.9	7.3	(1)
FEMALE					
Total, 14 years and over	100.0	49.2	30.7	15.6	4.5
Nearly every week	100.0	5.3	37.1	42.4	15.3
Nearly every 2 weeks	100.0	12.8	54.3	31.1	1.6
Once a month	100.0	30.6	57.6	12.0	(1)
Several times a year	100.0	67.9	28.4	2.8	1.0
Only once	100.0	54.5	37.0	7.1	1.4
Other	100.0	90.4	4.7	4.1	.8

[1] Not shown where number of volunteers is less than 500,000.

Table 21. Reasons for Volunteer Work, by Age, Sex, Color, and Marital Status, During Year Endi November 1965

[Percent distribution]

Age, sex, color, and marital status	All volunteers [1]	Sense of duty	To help people	Enjoy doing volunteer work	Asked to volunteer	Other
BOTH SEXES						
Total, 14 years and over	100.0	33.3	37.5	30.8	6.6	4.
White	100.0	32.0	37.0	31.5	6.9	4.
Nonwhite	100.0	40.8	44.3	20.3	2.4	5.
AGE						
Male						
Total, 14 years and over	100.0	35.7	37.5	28.0	6.6	3.8
14 to 17 years	100.0	35.1	39.0	23.5	5.8	5.8
18 to 24 years	100.0	32.0	39.0	36.6	4.3	6.1
25 to 44 years	100.0	36.6	37.1	29.9	7.1	3.2
45 to 54 years	100.0	39.6	33.2	25.1	9.8	1.9
55 to 64 years	100.0	28.9	46.0	27.2	1.8	4.1
65 years and over	100.0	33.9	36.5	18.2	5.4	6.2
Female						
Total, 14 years and over	100.0	31.8	37.5	32.7	6.6	4.8
14 to 17 years	100.0	25.8	38.4	31.0	6.2	10.7
18 to 24 years	100.0	20.9	36.4	43.0	5.8	7.7
25 to 44 years	100.0	35.8	34.5	30.6	7.8	3.7
45 to 54 years	100.0	34.5	35.6	37.3	6.1	2.5
55 to 64 years	100.0	31.9	43.3	27.5	4.7	4.2
65 years and over	100.0	21.0	53.0	32.8	3.9	5.9
MARITAL STATUS						
Male						
Single	100.0	35.5	36.1	28.9	6.2	5.3
Married, spouse present	100.0	35.8	37.7	28.1	6.6	3.6
Other marital status	[2]	[2]	[2]	[2]	[2]	[2]
Female						
Single	100.0	25.6	38.0	34.2	5.7	9.7
Married, spouse present	100.0	33.9	36.4	32.0	6.8	3.9
Other marital status	100.0	26.1	44.3	36.1	6.4	3.9

[1] Sum of items exceeds 100.0 percent because some persons reported more than one reason.

[2] Not shown where number of volunteers is less than 500,000.

Table 22. Reasons for Volunteer Work Among Persons 18 Years Old and Over, by Educational Attainment and Sex, During Year Ending November 1965

[Percent distribution]

Years of school completed and sex	All volunteers [1]	Sense of duty	To help people	Enjoy doing volunteer work	Asked to volunteer	Other
MALE						
Total, 18 years and over	100.0	35.8	37.4	28.5	6.7	3.6
Less than 4 years of high school	100.0	28.7	46.7	21.5	5.1	3.2
4 years of high school	100.0	33.8	39.5	29.9	4.5	3.0
College: 1 or more years	100.0	46.0	27.3	31.6	8.9	3.9
1 to 3 years	100.0	51.5	22.2	28.8	6.7	6.8
4 years or more	100.0	41.4	31.5	33.9	10.7	1.4
FEMALE						
Total, 18 years and over	100.0	32.5	37.3	32.9	6.6	4.1
Less than 4 years of high school	100.0	28.2	38.8	33.0	6.8	2.1
4 years of high school	100.0	32.2	37.3	31.7	8.7	5.2
College: 1 or more years	100.0	38.2	34.9	34.3	4.2	3.5
1 to 3 years	100.0	42.0	32.3	35.0	5.8	4.3
4 years or more	100.0	33.5	38.2	33.5	2.4	2.5

[1] Sum of items exceeds 100.0 percent because some persons reported more than one reason.

Table 23. Extent of Religious Volunteer Work, by Age, Sex, Color, and Marital Status, During Wee Ending Nov. 13, 1965

[Numbers in thousands]

Age, sex, color, and marital status	All persons who did religious volunteer work		Did religious work only		Did both religious a nonreligious work	
	Total	Rate [1]	Total	Rate [1]	Total	Rate [1]
BOTH SEXES						
Total, 14 years and over:						
Number	3,711		2,672		1,039	
Percent	100.0	2.8	100.0	2.0	100.0	0.8
White	95.1	2.9	95.6	2.1	94.0	.8
Nonwhite	4.8	1.3	4.4	.8	6.0	.4
AGE AND COLOR						
Male						
Total, 14 year and over:						
Number	1,270		870		400	
Percent	100.0	2.0	100.0	1.4	(2)	.6
14 to 24 years	14.2	1.1	15.0	.8	(2)	.3
25 to 44 years	49.3	2.9	45.6	1.8	(2)	1.1
45 to 54 years	18.5	2.2	16.5	1.4	(2)	.9
55 to 64 years	10.5	1.7	11.9	1.3	(2)	.4
65 years and over	7.5	1.2	10.9	1.2	(2)	
White	94.1	2.1	94.0	1.4	(2)	.7
Nonwhite	5.9	1.1	6.0	.8	(2)	.3
Female						
Total, 14 years and over:						
Number	2,441		1,802		639	
Percent	100.0	3.5	100.0	2.6	100.0	.9
14 to 24 years	21.3	3.0	21.7	2.3	20.3	.8
25 to 44 years	42.5	4.4	43.7	3.3	39.3	1.1
45 to 54 years	16.4	3.5	13.7	2.2	24.1	1.4
55 to 64 years	7.3	2.0	7.4	1.5	7.2	.5
65 years and over	12.4	3.1	13.6	2.5	9.1	.6
White	95.7	3.7	96.3	2.8	93.9	1.0
Nonwhite	4.3	1.4	3.7	.9	6.1	.5
MARITAL STATUS						
Male						
Single	11.9	.9	11.7	.6	(2)	.3
Married, spouse present	80.9	2.4	77.7	1.6	(2)	.8
Other marital status	7.2	2.1	10.6	2.1	(2)	
Female						
Single	21.1	3.6	21.4	2.7	20.3	.9
Married, spouse present	70.8	4.0	73.7	3.0	62.6	.9
Other marital status	8.1	1.5	4.9	.7	17.1	.8

[1] Volunteers as percent of civilian noninstitutional population.

[2] Not shown where number of volunteers is less than 500,000.

ble 24. Extent of Religious Volunteer Work, by Family Income and Years of School Completed, During Week Ending Nov. 13, 1965

Family income and years of school completed	All persons who did religious volunteer work		Did religous work only		Did both religions and nonreligious work	
	Total	Rate [1]	Total	Rate [1]	Total	Rate [1]
otal, 14 years and over:	3,711		2,672		1,039	
Number	100.0	2.8	100.0	2.0	100.0	0.8
Percent						
FAMILY INCOME						
ess than $5,000	23.9	1.6	26.6	1.3	16.9	.3
5,000 to $9,999	49.0	3.2	48.1	2.3	51.6	.9
10,000 and over	27.1	4.8	25.3	3.3	31.6	1.6
YEARS OF SCHOOL COMPLETED						
Less than 4 years of high school	35.4	1.9	38.8	1.6	26.2	.4
4 years of high school	37.5	3.2	39.3	2.5	32.6	.7
College: 1 or more years	27.1	4.6	21.9	2.7	41.2	1.9
1 to 3 years	12.9	3.7	9.2	1.9	23.0	1.8
4 years or more	14.1	6.0	12.7	3.9	18.2	2.1

[1] Volunteers as percent of civilian noninstitutional population.

Table 25. Kind of Religious Volunteer Work, During Week Ending Nov. 13, 1965

[Percent distribution]

Kind of work	All persons who did religious volunteer work	Did religious work only	Did both religious and nonreligious work
Total,[1] 14 years and over	100.0	100.0	100.0
White-collar work:	11.0	9.7	14.5
Fundraiser	10.6	10.3	11.8
Organizer or planner	7.5	7.2	8.3
Clerical	3.9	4.2	3.3
Sales	32.6	31.2	37.0
Teacher or teacher aide	9.6	9.7	9.5
Choir singer	5.3	6.8	1.6
Other white-collar			
Service work:	8.1	7.7	9.6
Kitchen and food service	8.9	8.7	9.3
Other service			
Blue-collar work, total	6.1	8.5	

[1] Sum of items exceeds 100.0 percent because some volunteers did more than one kind of work.

U.S. GOVERNMENT PRINTING OFFICE: 1969 O—334-516

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